

VP Talent/Organizational Development

Requisition

23685BR

Business Unit name

Corporate Office

Physical Location

Minneapolis, Minnesota

Posted Date

15-Jul-2016

Dept. Name

Clinical Education

Hours Per Week

40

Contract

Noncontract

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Introduction

Allina Health is dedicated to the prevention and treatment of illness and enhancing the greater health of individuals, families and communities throughout Minnesota and western Wisconsin. A not-for-profit health care system, Allina Health cares for patients from beginning to end-of-life through its 90+ clinics, 13 hospitals, 16 pharmacies, specialty care centers and specialty medical services that provide home care, senior transitions, hospice care, home oxygen and medical equipment, and emergency medical transportation services. Allina Health is a vibrant, growing organization with opportunities to suit your professional skills and a diverse work environment to match your specific interests. We believe employees are our greatest asset and are dedicated to helping you develop and maximize your professional skills.

The Commons, located in Minneapolis, is the headquarters of Allina Health, a not-for-profit health care organization serving patients and communities. Approximately 1,600 corporate and administrative service employees work at offices within Midtown Exchange, the site of the historic Sears retail complex at Chicago Avenue and E. Lake Street. This community landmark, adjacent to the campus of Abbott Northwestern Hospital, part of Allina Health, is the second largest building in Minnesota and includes offices, an internationally themed public market and residential units.

Responsibilities

The Vice President, Talent & Organization Development (T&OD) is responsible for developing and supporting the overall talent strategy for the organization. The VP develops and executes our core talent processes, shepherds our leadership development efforts, manages our approach to employee engagement, culture and resilience, and leads our learning and development education programs. This position works with and through key business and HR stakeholders to identify individual, group and organizational performance opportunities. The VP also ensures alignment and integration of these responsibilities and processes with the HR strategy and team, and overall Allina Health strategies and goals. The VP will manage a direct team of 5 and an indirect team of 140 across our system.

The Vice President of Talent and Organization Development will have specific accountability for:

Core Talent Processes

- Provide strategic oversight and seamless execution of our core talent initiatives and processes including performance management, talent planning, and succession planning.
- Develop and implement common talent language, tools and processes across the system.
- Serve as a strategic advisor to senior leaders and teams to understand talent imperatives. Work to create strategies and solutions to ensure an enterprise talent pipeline and an engaged workforce.

Leadership and Talent Development

- Design, develop and deploy leadership development strategy and programming to support our front line leaders, physician leaders, director-level leaders and executive-level leaders.
- Identify opportunities for additional leadership offerings aimed at building leadership capability and partner with internal and external stakeholders to deliver these programs.
- Measure the impact and effectiveness of our development efforts.

Employee Engagement, Resilience, and Culture

- Deepen the understanding and use of the Our Commitment to Care model which articulates the core behavioral expectations of leaders at any level across the enterprise.

- Drive and execute the employee engagement strategy, survey and tools to ensure that engagement is embedded as a cornerstone of our leadership and environment.
- Develop strategies, tools and process for increasing and maintaining the resilience of our workforce, with particular focus on our caregivers.
- Own the development and implementation of strategies that serve to increase cultural competence in the patient-facing workforce.

Learning and Development

- Based on Allina's overall strategic plan, set the strategic plan for Learning and Development.
- Oversee the delivery of a comprehensive organizational learning and development program that enhances knowledge, skills, and performance of our employees to ensure clinical and non-clinical competency.
- Develop content, coordinate delivery and oversee operations to support hospital, ambulatory and revenue cycle management learning and development efforts.
- Lead the continuing integration of L&D functions and staff to support Allina Health strategy and infrastructure.

Leadership Accountability

- Provide active, intentional leadership to the T&OD management staff; offer timely positive and constructive feedback; monitor the accomplishment of team and individual goals and objectives; foster an environment of continuous learning consistent with the needs of the organization, team and individual staff members.
- Participate as an active and thoughtful team member of the HR leadership team. Seek out opportunities to partner, connect and collaborate with HR peers.
- Manage budgets, operating and staffing plans to deliver results within financial parameters and achieve stated goals.
- Manage external partnerships and consulting relationships, effectively and as necessary.
- Stay current and knowledgeable on the latest trends, thinkers, tools and research in these important disciplines and how they can advance the work at Allina Health.

Education

- Bachelor's degree; advanced degree in Industrial-Organizational (I-O) Psychology, Organizational Development, Human Resources or related discipline is preferred.
- 10+ years of Human Resources (HR/OD/LD/L&D) experience; with progressive talent and learning and development experience preferred.

Qualification/Skills

The successful candidate for this position will possess the following:

- Proven knowledge of management, leadership and learning & development theories and concepts.
- Demonstrated experience designing and implementing talent and organization development initiatives for an entire business, organization or function.
- Proven ability to think cross functionally; brings a broader perspective than the individual role.
- Proven ability to effectively influence, build relationships and leverage the formal and informal organizational structure to assist in goal achievement.
- Knowledge of diversity principles and practices in healthcare to deliver solutions in areas such as cultural competence, physician engagement, patient care, health disparities and training.
- Proven ability to manage multiple priorities/projects while delivering high quality results with experience managing projects successfully across organizational lines.
- Advanced training, facilitation and presentation delivery skills.
- Demonstrated experience with competency modeling.
- Strong experience in leveraging technology to improve talent outcomes.
- An adaptive leader; curious and resilient; experience effectively leading teams through change.

Work Schedule

Monday through Friday

8:00 a.m. to 5:00 p.m.

Location/Community Information

Minneapolis boasts being both cosmopolitan yet small enough that you can find a place to call home whether on a lake, golf course, or in an adjoining suburb. With the fast pace of activity there are professional sports, theater, or enough parks for a quiet walk. The area has numerous schools and colleges, both public or private, and enough teams for all weekend athletes to join.

- Located in Minneapolis
- Population = 380,000
- Service Area = 2,882,245

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