



# Organizational Change Management Consultant

Illuminative Strategies Inc. (ISI) is a Management Consulting firm specializing in Business Process Optimization and Organizational Change Management. At Illuminative Strategies Inc. (ISI), we are strong, innovative, and growing. We invest in our people. We care and make a positive difference for our clients. ISI is a place where you can craft your own path to greatness. Whether you think in code, words, pictures, or numbers, express your passion, and find your future at ISI.

## Position Summary

We are seeking an energetic Organizational Change Management Consultant to join our team to optimize and transform the way people, processes, and technology connect.

The Organizational Change Management Consultant leads organizational change efforts. Focuses on the people side of change and influencing behavior, including efforts that involve changes to people, processes, technology and/or culture, to realize business outcomes and benefits. Builds a coordinated approach and implements organizational change, communication, and training plans that minimize employee/field resistance and improve engagement to drive adoption of change. This individual will interact with all levels of a client's organization and will possess a collaborative and flexible working style with the ability to work in various types of environments. To be successful, the candidate must also possess strong leadership traits in customer service, communication, productivity, project management and professionalism.

## Primary Duties and Responsibilities

- Applies organizational change methodologies and process to deliver the people side of change that is required to achieve our desired business outcomes.
- Identify potential people-related risks and anticipated points of resistance and develop and recommend specific plans to mitigate or address the concerns.
- Develop organizational change plans and activities, including training, communication, and sponsorship. Design and implement practical and targeted change plans to meet results and achieve stated objectives, using established tools and techniques. Guide others to implement the plans, to drive adoption and optimize business benefits.
- Lead potential impact of changes to people, process, technology, organization, and culture.
- Partner with project and business leadership to identify scope and impact of change.
- Identify and advance change plan gaps or deficiencies within projects or business group and provide updates to leaders as needed.
- Educate, influence, align, and mentor sponsors, leaders, and project teams to drive effective change, lead resistance, and optimize the success of the project.



- Ensure change strategy and ownership is in place and functioning for the full duration of the change adoption phase to realize stated business outcomes.
- Build and lead measurement systems for change success, e.g., adoption, utilization, performance standards, etc.

### **Qualifications**

- Bachelor's degree in Business, Human Resources, Communication, or a related field.
- Minimum of 5 years of relevant professional experience, with at least 2 years' experience leading medium to large organizational change efforts.
- CCMP or Prosci Certification is required.
- Project Management Certification preferred.
- Lean Six Sigma Certification preferred.
- In-depth understanding of how people go through change and the change process.
- Experience and knowledge of organizational change principles and methodologies.
- Strong communication and partner leadership skills to influence others and ability to articulate vision, strategy and solutions that best meet business objectives.
- Familiarity with project management approaches, tools, and phases of the project lifecycle.
- Ambitious demeanor that supports the ability to lead in new and ambiguous situations.
- Experience collaborating with cross-functional teams on transformation efforts and projects of significant scope required. Ability to establish relationships and efficiently implement in a collaborative and matrixed environment.
- Excellent active listening, root cause identification, and interpersonal skills.

We offer a competitive salary, incentives, and benefit plan. Benefits include medical, dental, vision, and life insurance, FSA, and 401k.

We can only solve the world's toughest challenges by building an inclusive workplace that allows everyone to thrive. We are an equal opportunity employer, committed to hiring regardless of any protected characteristic, such as race, ethnicity, national origin, color, sex, gender identity/expression, sexual orientation, religion, age, disability status, or military/veteran status. Together, our employees are empowered to share their expertise and collaborate with others to achieve personal and professional goals.