

Organisational Development Consultant Role



WHAT I AM ACCOUNTABLE FOR:

- Diagnosing, designing and delivering OD interventions that have had meaningful impact.
- Applying diagnostics tools to and techniques to analyse and better understand the organisation.
- Use data, insight and techniques to complete organisational gap analysis and make recommendations.
- Through using a range of activities create initiatives that help the organisation move towards it's desired culture and climate.
- Support and enable leaders to build effective cohesive teams and embed psychologically safe cultures.
- Work alongside the HRBP team to progress effective and well embedded change.
- Support the individual market leadership team to create the culture, climate and conditions that enable them to successfully realise their strategies.
- Role model and embed great leadership behaviours and support the creation of a coaching culture.
- Support the development of Turning Point as a learning organisation.
- Work alongside the HRBP team to effectively create the right conditions that allow individuals to thrive.
- Lead on and facilitate small groups and large events.
- Evaluate and analyse outcomes of interventions and provide a report that identifies the value added and makes recommendations for further improvements as required.
- Take a co-production approach to ensure that diverse groups and people we support are involved and considered throughout all activities.

HOW I OPERATE:

Values Led Leadership

- I plan effectively for future people requirements to ensure success
- I create an inclusive environment allowing people to input into discussions and share their views and beliefs openly
- I vary my approach to support and challenge where appropriate
- I help to create a greater understanding and awareness of the change process with my colleagues and team
- I understand and respect what is important to the people I work with
- I listen to our colleagues and clients to deliver better outcomes
- I confidently talk about business decisions and engage others in them

WHAT I NEED:

Skills\Knowledge

Essential :

CIPD Core knowledge at associate / chartered member level

- People practice (chartered)
- Culture and behaviour (chartered)
- Business acumen (associate)
- Evidence-based practice (associate)
- Technology and people (associate)
- Change (chartered)

Desirable :

- L5 L&D / HR Consultant Business Partner