

## Change Management Lead

### Description:

A key resource to strategically execute Organizational Change Management (OCM) deliverables associated with Business Transformation efforts enabled by the implementation of ERP systems.

### Role:

The role would specifically be responsible for OCM deliverables in association with Enterprise Resource Planning integration projects.

- Execute the assessment of organizational needs analyses in advance of ERP launches including:
- Stakeholder Assessment
- Development and Execution of a strategic Communications Plan to align the client organization
- Change Impact Assessment
- Organizational Impact Assessment
- Change Readiness Assessment
- Enable systems based Business and Cultural Transformation through the socialization and enablement of various systems including (SAP, Success Factors, Oracle, JDE, Infor, Salesforce, Workday et.al.)
- Serve as lead analyst/facilitator for organizational Role Mapping
- Execute the development and delivery of business facing training courses
- Organize and Manage Hypercare support activities post cutover ensuring End-User compliance and readiness

The position will work to ensure proper execution of deliverables for our client associated with Change Management methodology to enable Business Transformation. As the Change Management integration specialist, this position will facilitate the overall execution of our client's tactical needs, including – but not limited to – serving as a critical interface to the systems integration Project Team in the space of organizational change management, role-mapping and training assessments in advance of system implementation.

The successful candidate for this position will be expected to be able to:

- Develop common processes, re-engineer and streamline work efforts to enable end user migration to new system
- Facilitate organizational adoption of new business processes associated with HR and business/commercial facing policies enabled by enhanced technology
- Aid in tactical execution of communications strategy; serve as a liaison to client's Organizational Development team to ensure common and global messaging
- Work independently - yet within a team structure
- Communicate confidently and effectively
- Execute to a timeline

### Experience:

- 2-5 years previous experience in OCM associated with large scale systems change
- PROSCI/ADKAR certification preferred
- Background in internal or public consulting

### Education:

- Bachelors Degree in Organizational Development, Organizational/Industrial Psychology or Psychology preferred

### Location:

- Candidate will ideally be located in Southeast Michigan however, the position is largely remote work/work from home