

Director Global Human Resources Programs and Change Management – 20859

The Director Global Human Resources Programs and Change Management is a newly created role that is integral to the support of the organization. The Director Global Human Resources Programs and Change Management will be the Human Resources business process owner for the implementation and delivery of the work stream plan as well as responsible for the assessment of the operational risks associated with such initiatives.

This role will focus on the successful delivery of several projects impacting a variety of Human Resources verticals namely Diversity, HRIS, Training, Talent Management, Compensation, etc., through the organization on a local as well as global scale.

Key responsibilities:

- Influence, drive and simplify the implementation of the Human Resources Programs.
- Work effectively and collaboratively across the decentralized business units in order to ensure that the Human Resources programs outcomes are in harmony with the strategic goals and established guidelines.
- Support the Human Resources teams in divisions in the execution of the new initiatives.
- Ensure that processes and governance are documented and aligned with the various work stream initiatives.
- Serve as the change ambassador as well as the main point of contact through the creation of a continuous improvement platform across the organization's human resources network.

Key principles of global human resources structure and sample initiative:

PRINCIPLES:

- Human Resources local teams with division roles and added global responsibilities.
 - The right person in the right role; optimize talent, competencies and experience
- Delivery blocks – Appointment of co-delivery leads by block to ensure global and worldwide coverage.
- Participation of the Communication group to support change management.
- Coordination of the action plan implementation through an HR Programs and Change Management Director.
- Involvement of business people where applicable.

INITIATIVES:

- Leadership Development
- Compensation
- Collaboration
- Diversity
- Talent Development and engagement measurement
- Onboarding
- Human Resources Information System
- Succession, HP and IHP identification

The ideal Director Global Human Resources Programs and Change Management is:

- Internal customer-service driven and recognized as a team player and influencer who is able to gain alignment and buy-in from stakeholders in order to drive the necessary changes.
- Adept at change management applying a structural and methodical approach.
- Able to identify and elaborate a formalized set of tasks and actions which help reach the team's objectives.
- Able to understand and distil organizational complexity to develop and execute a plan to completion.

Knowledge, Experience, Aptitude & Academic Background:

- Bachelor's degree in Business specializing in Human Resources Management, Industrial Relations or relevant related field.
- Comprehensive understanding of the various concepts of change management and influential leadership with a Matrix driven organization.
- Successful track record as a business process implementer and change agent through the involvement of a variety of Stakeholders.
- Strong interpersonal skills, yet results driven achieved through collaboration and communication.
- Ability to effectively package the Human Resources initiatives in conjunction with the Corporate Communications team.
- A "hands-on, roll-up sleeves" approach comfortable managing by influence across the Human Resources function.
- Strong Project Management skills required.
- Experienced in a global /international organization (asset)
- A high level of energy, drive and persistence.
- Bilingualism is a must in order to successfully deliver the desired results.

Key challenges:

- Effectively demonstrate the practical aspects of the program.
- Clearly identify the requirements needed for a strong delivery.
- Ensure that the impacts of an effective change management initiative are clearly communicated and well understood.
- Define the governance, priority and frequency of monitoring activities.

Why join the company?

- Montreal based, growth oriented company.
- International in scope with ambition to increase the multi-national footprint through strategic acquisitions.
- Opportunity to be successful in a newly created role.

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