Senior Practitioner, Lean Change Management

Ref: PracticeLean

Company:	The Madison Davis Group
Location:	US-Nationwide-North East
Company Industries:	Transportation, Energy/Utilities, Manufacturing, Healthcare, Other, Engineering
Job Status:	Full-Time
Min Experience Level:	10-15 Years Experience
Compensation:	Unspecified - Year end Bonus
Posted:	Tuesday, April 01, 2014

Requirements

Experience / Qualifications (Guidelines):

" Bachelors Degree in Business, Engineering or Equivalent
" Masters optional but not required
" 8 years in Lean/Six Sigma roles, ideally with at least 4 years Change Management Consulting
" Proven Track record of (successfully) operating in transactional client environments
" Experience coaching and developing client improvement resources
" Able to travel anywhere within the US or overseas locations as required

Technical Requirements:

" Client Coaching
" Significant experience/competency in the following; Lean, Six Sigma, Change Management and/or Operational Excellence
" Understanding of process improvement in transactional environments
" Project Management
" Presentation and Facilitation
" Data Analysis
" MS office

Behavioral Requirements:

" Strong interpersonal and communication skills
" Leadership skills
" Situational Awareness
" Ability to place client forward and lead through coaching
" Strong team-building skills
" Works well under pressure and on own initiative
" Flexible approach/attitude
" Strong interest in (and commitment to) self development and learning
" Honest and trustworthy
" Sociable
" Credible

Essential Functions

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Job Description

" Transfer business improvement skills and capability to client through effective project Coaching
" Manage delivery of required client project deliverables at assigned location(s)
" Develop strong key client staff and management relationships at assigned project location(s)
" Support Senior Manager and Managing Practitioners in client reviews

Responsiblies:

Consulting Delivery

" Perform complex environment diagnostics to discover/establish current client organization state and opportunities and then communicate information to client teams
" Analyze client information to draw insights, conclusions and implications
" Coach client resources to identify short/medium/long-term improvement opportunities
" Work with client teams to clarify and agree project scope and way ahead/project plan and required deliverables
" Coach client teams to design and implement a future state that meets required internal and customer objectives, improves KPIs, and supports improvement objectives
" Coach client resources to plan and deliver project activities and ensure effective resource usage.
" Liaise with client location and central Project/Program Office to ensure project plans are on track and identify effective countermeasures to support any risks and escalate concerns as necessary
" Communicate effectively with internal stakeholders to track and document contract deliverables
" Support and Coach client teams to deliver key project outputs such as future state process, KPIs and benefits. Regularly review progress against deliverables and confirm with client to obtain sign off and adhere to governance requirements
" Ensure presentation outputs from assigned location(s) conform to required standards (Situation/Complication/Resolution) & design
" Monitor and track project(s) benefits with client operational and financial representatives

Client Management

" Manage key client day-to-day liaison activities and project support at designated location(s)
" Coach and support client operational management teams
" Build strong working relationships with client operational management teams/staff responsible for day-to-day management of the areas on which the project is directly focused
" Contribute to the development of relationships at more senior management/stakeholder levels within the client

Practice Management

" Complete client required project reporting in a timely manner
" Invest time in client development; support their development needs and communicate their achievements in reports, Power Point and other communication formats