

## Learning and Organizational Development Manager

Req ID: 4935

**Working Location: PENNSYLVANIA, CENTER VALLEY**

Are you looking for a company that cares about people's lives and health, including yours? At Olympus, we help make people's lives healthier, safer and more fulfilling, every day.

***Let's inspire healthier lives, together.***

### Job Description

Supports the achievement of the Olympus Corporation of the Americas' (OCA) and global business objectives primarily through the design, development, implementation, and continuous improvement of enterprise-wide learning and development strategies, practices, and programs to help ensure talent readiness, engagement, and performance. Consults and collaborates with business leaders and HR business partners to assess needs and implement and evaluate individual and organization development initiatives. Supports other key talent practices (e.g. goal and performance management, high-potential development, leadership development, talent/succession planning, coaching, career development).

### Job Duties

\* Develops and implements strategies, programs, and processes to advance key business objectives and initiatives, and enhance workplace culture. Specific areas of focus and domain expertise include:

- Instructional design and development
- Training delivery and facilitation (both in-person and virtual)
- Leadership development and coaching
- Performance consulting
- Change management
- Goal and performance management
- Management of learning content platforms; Employee engagement.

\* Partners with business leaders and regional and global HR colleagues to proactively assess learning and performance needs at individual, team, and organizational levels; identifies gaps and analyzes root causes of performance discrepancies. May serve as internal consultant and coach on challenging employee relations, organization development, or other business issues.

\* Designs, develops, and sources instructional programs to address key skill and competency needs/gaps; delivers/facilitates engaging in-person and virtual instructor-led programs, including blended and online learning when needed.

\* Collaborative plans, develops, and implements other learning and development-related strategies, processes, and actions to address needs/gaps, advance business objectives, and support our "managers developing managers" philosophy and our focus on project/assignment based learning and development. These strategies/actions may include helping to drive/manage mentoring and sponsorship activities; engaging upline leaders in the development of their employees; promoting individual development planning; etc.

\* Manages/supports the rollout and administration of global learning and development programs , including but not limited to globally-based vendor-led leadership training on Olympus' GLCM (Global Leadership Competency Model).

\* Consults with business leaders and HR business partners on change management efforts, including larger-scale transformational and global change efforts; trains/coaches others on leading organizational change and transitions (i.e. the "people side" of change), and helps develop/execute communication and adoption plans to accelerate/sustain change.

\* Applies HR analytics where appropriate to better understand the nature of performance discrepancies, learning deficiencies, and organizational trends/needs.

\* Evaluates impact of learning and performance interventions (i.e. the degree to which interventions met the needs/objectives and/or improved performance).

\* Leads and/or collaborates with local and global L&D and HR colleagues on other key talent and development work, such as:

Assessment and debrief of high-potential employees (via 360-degree surveys, psychometric instruments, etc.)

Development of competency models

Coaching people on development plans

Design, facilitation, and program management of high-potential and leadership development programs

Design, development, and implementation of resources/programs to support various business and operational needs (e.g. new leader onboarding; diversity and inclusion related development; etc.)

Evaluation and selection of talent-related tools and technologies

Core talent practices/processes (e.g. goal and performance management, talent assessment, succession management, etc.)

Workforce planning and analytics

\* Builds, maintains, and integrates subject matter knowledge and domain expertise (e.g. leading talent and development practices, leadership research, etc.); coaches and develops HRBPs, leaders, and peers toward full proficiency/potential on talent practices/processes.

\* Performs all other duties as assigned.

Job Requirements

**REQUIRED QUALIFICATIONS:**

\* Bachelors Degree in Human Resources, Organizational Psychology, Leadership Development, Instructional Design/Development, Business, or other related discipline with equivalent experience. Master's Degree preferred.

\* Minimum of ten (10) years of experience in learning and organization development field (e.g. leadership training/facilitation, organization development, performance consulting, change management, talent management, succession planning, workforce planning, etc.) in a corporate environment.

\* Ability to work in hybrid environment (e.g. from office and/or home).

\* Ability to flex periodically to meet needs of global organization (e.g. to join some global meetings on occasion earlier or later in the day than one's typical work hours).

**PREFERRED QUALIFICATIONS:**

\* Proven experience in the following areas strongly preferred: 1) Analyzing and assessing learning and performance issues, needs, and causes. 2) Design and development of engaging, relevant

learning programs, processes, materials/resources (e.g. performance support tools, etc.), or solutions that meet audience needs or address root cause. 3) Expert facilitation and management of learning programs and organization development initiatives (both in-person and virtual).

\* Thorough knowledge and experience with current and emerging talent development methods and practices, including measurement.

\* Industry certifications in the learning, assessment, and talent domains or from key practitioners helpful (e.g. Korn Ferry Leadership Architect or assessments; executive coaching; Blanchard, DDI, or Inside Out Coaching program certifications).

#LI-MD2

***We realize work isn't just a job to you.***

It's a big part of your life, but not the only part. That's why we offer competitive salaries, a robust 401(k) program, annual bonus program and comprehensive medical benefits, as well as tuition reimbursement, flexible schedules, parental and adoption leave, on-site services and Colleague Affinity Networks — so you can be ready for where life can take you.

Olympus requires all new hires to be “fully vaccinated” against COVID-19, as defined by the Centers for Disease Control and Prevention (CDC), on or before their first day of work. Individuals who have been offered employment who have a disability, medical condition, or sincerely-held religious belief that prevents them from being vaccinated against COVID-19 are required to request and be granted a reasonable accommodation prior to their first day of work.

Olympus is passionate about the solutions it creates for the medical, life sciences, and industrial equipment industries, as well as cameras and audio products. For more than 100 years, Olympus has focused on making people's lives healthier, safer and more fulfilling by helping detect, prevent, and treat disease, furthering scientific research, ensuring public safety, and capturing images of the world.

Olympus Corporation of the Americas, a wholly owned subsidiary of Olympus Corporation, is headquartered in Center Valley, Pennsylvania, USA, and employs more than 5,500 employees throughout locations in North and South America. For more information, visit [www.olympusamerica.com](http://www.olympusamerica.com).

[Learning and Organizational Development Manager \(olympusamerica.com\)](http://www.olympusamerica.com)

**Olympus...True to You. True to Society. True to LIFE.**

It is the policy of Olympus to extend equal employment and advancement opportunity to all applicants and employees without regard to race, color, national origin (including language use restrictions), citizenship status, religious creed (including dress and grooming practices), age, sex (including pregnancy, childbirth, breastfeeding, medical conditions related to pregnancy, childbirth and/or breastfeeding), gender, gender identity and expression, sexual orientation, marital status, disability (physical or mental) and/or a medical condition, genetic information, ancestry, veteran status or service in the uniformed services, and any other characteristic protected by applicable federal, state or local law.

Posting Notes: || United States (US) || Pennsylvania (US-PA) || Center Valley ||