



## **Human Resources: Performance Improvement Consultant**

### **Our Business:**

The Global Human Resources (HR) group at Bank of America enables the company to drive revenue through attracting, developing and retaining a world-class workforce. HR strategy aligns to business strategy to ensure the company has the talent needed to achieve its business objectives. Key units within Global HR are Staffing, Compensation, Benefits, Leadership Development, Learning, and a team of Generalists. In addition to advising business leaders, Global HR helps the company deliver a higher standard of working environment, benefits, work/life commitment and satisfaction for our 200,000 associates.

### **Overview:**

Performance Improvement Consultant (PIC) responsibilities include:

- Partner successfully with executive management to accelerate strategy implementation and change/build leadership talent to fuel future growth, enhance organizational performance and accelerate learning across the organization.
- Design, develop & deliver leadership development innovations to help clients in all businesses drive objectives.
- Collaborate with clients to create competitive, innovative leadership development plans that drive short and long term business growth.

Consult with the line of business on: Executive and Management Development, Succession Planning, Key High Potentials' Development, Organization Development, Change Management and Change Communications. Core consulting skills to be leveraged:

- Knowledge of the clients' business end-to-end (strategy, financials, drivers)
- Provide expert advice; "create the pull" for a different client agenda; Ask the tough questions
- Contract/set clear expectations with clients about project goals, roles, resources, costs, etc.
- Enable clients to reach critical decisions/results through strong group facilitation and process consultation

Design/implement Leadership & Organizational Development Processes that cut across organizational boundaries. Leverage expertise in team and organization assessment, design, and development to influence changes in alignment, structure, and roles. Create a clear vision of the ideal organization or team environment and steer leaders toward it.

### **Qualifications:**

- Demonstrated ability to influence senior executives, establish and maintain collaborative partnerships and provide thought leadership
- Comprehensive knowledge of Organizational Design and Development, Change Management, HR Systems and Executive Development
- Excellent strategic and process thinking abilities
- Ability to architect and implement large change and operate easily between concept and operation
- Minimum of 5 years OD/HRD consulting experience in a fast-paced, corporate or consulting environment
- MBA or advanced degree in Industrial/Organizational psychology

### **Locations:**

Charlotte, North Carolina