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# Management Development Learning Consultant

Philadelphia, Pennsylvania

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Bring your drive for excellence, team orientation and customer commitment to Independence; help us renew and reimagine our business and shape the future of health care. Our organization is looking to diversify, grow, innovate and serve, and we are looking for committed, empowered learning-oriented people to join our team. If this describes you, we want to speak with you.

Summary:

The Management Development- Learning Consultant builds and facilitates leadership capabilities for frontline leaders through programmatic, best-in-class learning experiences within the Leadership Development Institute. In doing so, this role engages and consults with key stakeholders (Leadership Development Advisory Council, Talent Management, IBX Officers, etc.) to assess, define, and create solutions based upon the performance and development needs of the frontline managers that are aligned with organizational priorities.

Aligns learning content of frontline management training programs towards building a culture of inclusivity and an environment of trust, psychological safety, and resilience.

- Develops managerial skills and behaviors in others to support a culture of accountability and growth
- Supports the establishment of modern performance management practices, and the shift to a culture of openness that includes regular feedback and coaching
- Serves as an internal consultant regarding coaching, management best practices, and team development
- Conducts and debriefs 360 assessments with managers to identify strengths and to create development plans
- Partners with participants' leaders to implement strategies to sustain learning during the program.
- Implements multi-modal development strategies, creating a continuous learning framework that integrates formal learning programs and informal learning (social and experiential learning) components.
- Designs and delivers a suite of highly effective solutions to elevate managerial capability and organizational performance
- Stays abreast of industry trends and the latest research, maintain expertise in all aspects of management and talent development.

**Qualifications:**

- Master's degree or equivalent experience in Learning and Development, Instructional Design, Business, Organizational Development or Human

## Resources

- A minimum of ten years in a variety of workplace learning roles designing and delivering a wide array of leadership/management development solutions
- Experience in designing and managing leadership and/or executive development programs
- Comprehensive knowledge of instructional design methodology and best practices, adult learning theory, and organizational behavior
- Experience interacting with executives and facilitating executive-level meetings
- Demonstrated ability to quickly assess organizational needs/ culture and implement appropriate interventions
- Experience as a leadership/executive coach
- Strong written and oral communication skills, including skills in developing and delivering presentations for audiences of all levels of business
- Demonstrated ability to create momentum and foster organizational change
- Strong business acumen
- Ability to exercise good judgment within broadly-defined procedures and practices to determine appropriate action
- Seeks new information out to increase effectiveness and quickly assimilates new knowledge
- Strong relationship management and influencing skills at all levels; getting results with and through others
- Strong project and program management skills and experience; planning, time management, stakeholder and vendor management

## About Our Company

Serving more than 8 million people nationwide, including 2.5 million in southeastern Pennsylvania, Independence Health Group — together with its subsidiaries — is the leading health insurance organization in the Philadelphia region. Our mission to build healthier lives for you, your family, and your employees shapes our actions and decisions every day.

At Independence, we see each of our members as an individual, with unique needs and concerns. We're dedicated to harnessing the very latest ideas and technologies to deliver access to care that meets those needs and surpasses your expectations. For more information about Independence access our website at [www.ibx.com](http://www.ibx.com). We're revolutionizing health care, and our focus is on you!

## Equal Employment Opportunity

Independence Blue Cross is an Equal Opportunity and Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to their age, race, color, religion, sex, national origin, sexual orientation, protected veteran status, or disability.

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