

AlixPartners

Community: Leadership and Organizational Effectiveness

Level: Director

Location: New York

Leadership and Organizational Effectiveness Overview

We deploy behavioral scientists and management experts to help companies meet the urgent talent, organizational, and cultural challenges they face. We take an evidence-based, data-driven approach that focuses simultaneously on major business outcomes (like EBITDA improvement or IRR), and on important human capital outcomes, including aligned organizational designs and high-performance cultures. We integrate the latest behavioral science research with the best business and management thinking to facilitate a company's short-term success and long-term sustainability.

Working closely with senior management, we identify strategic imperatives, determine current crucial operating principles, and uncover any growth-limiting gaps. We then design and assist in executing a targeted action plan that unlocks a performance-focused culture built on shared values, explicit commitments, and aligned practices. AlixPartners helps create a brand that attracts and aligns top talent and drives future growth.

Experience Requirements:

- Minimum Years of Experience: 15+ years' experience with related consulting experience in a professional services firm environment preferred
- Minimum Degree Required: Bachelor's degree in Organizational Development, Human Resource Management, Finance, Accounting, or Economics
- Degree(s) Preferred: Master's or PhD Industrial / Organizational Psychology, MBA
- Experienced in organizational design and cultural change within enterprise-wide, multinational corporations covering the following areas: business operations, post-merger integration, talent management, and change leadership
- Experienced in efforts to build detailed organization designs, including cultural change, reporting relationships, complex linkage, and unit-level accountability.
- Demonstrates extensive knowledge of and/or success in an organization change role within professional services or corporation, helping companies focus on their change management model and its integration with talent programs and broad transformation initiatives such as restructuring, new operating model, mergers and acquisition.
- Experience with proposal development, strong commercial instincts and interest. In addition to self, generates growing demand for other firm resources in prospective and existing clients. Demonstrated ability to consistently extend work for self and others team members on client projects. Identifies and cultivates new opportunities
- Effective business developer, successful originating new sales with a consistent track record selling \$1-2 million in professional consulting services annually
- Articulate, persuasive, communicator. Commands the room, handles executive and difficult audiences well. Readily adapts style and message appropriately to audience and circumstance. Outstanding at impromptu communication under pressure

- Demonstrates extensive knowledge around understanding and addressing the root causes of organizational effectiveness and institutional levers of change.
- Using diagnostic surveys and executive level interviews to identify root cause themes
- Working as the change management specialist and/or leader on engagement teams and helping to drive the pursuit and delivery of broader organizational design and change C-Suite initiatives
- Providing thought leadership and creative insights to clients on complex change leadership initiatives.
- Experienced with leading and managing complex work streams and projects
- High energy style, flexible and adaptive, with the ability to work well in a very fast paced environment
- Understands client culture, political environment and stakeholder agendas. Builds and drives the case for change on related work streams and projects
- Proficient with complex and sophisticated negotiations
- Independently structures problem solving approaches and adapts quickly to changing direction
- Synthesizes complex analysis, and identifies implications with attention to detail
- Innovative with the development of new tools, methodologies and approaches
- Effectively plans for and mitigates risks on projects and work streams
- Experienced with proposal development, strong commercial instincts and interest
- Advanced written communication skills, self-directed with preparation of client ready document and presentation development. Articulately communicates information and adapts communication effectively to the audience
- Exceptional client service and interpersonal skills. Builds counseling relationships with clients and peers
- Works effectively with others. Capable of 'flexing' between big picture strategy and detailed focus.
- Analytical, capable of developing and managing related analytics, reports and metrics
- Advanced proficiency with Microsoft Word, PowerPoint, Access and Excel applications
- Openness for up to 80 % travel M-F