

Change Management Solution Lead

Excelerateds2p has been established to transform organisations procurement function and help them to maximise their investment in SAP / Ariba technology. We have the expertise, tools and accelerators to assist an organisation to identify, plan, implement solutions and optimise processes across their procurement function. Our innovative solutions are based on best practices and a wealth of experience and will allow organisations to advance on the maturity curve to becoming best-in-class sourcing, procurement and finance functions.

Role: Change Management Solution Lead
Primary Skill: Change Management
Location: United Kingdom
Travel: Up to 100% flexibility

Main Job Purpose:

The Change Management Solution Lead will have a strong track record of delivering business change to large and complex organisations. You will have substantial experience of supporting IT-led change and play a key role in ensuring projects meet objectives on time and on budget by increasing employee adoption and usage.

The primary responsibility will be creating and implementing change management strategies and plans that maximize employee adoption and usage and minimize resistance. The change manager will work to drive faster adoption, higher ultimate utilization of and proficiency with the changes that impact employees. The change manager may also provide direct support and coaching to all levels of managers and supervisors as they help their direct reports through transitions. The change manager will also support project teams in integrating change management activities into their project plans.

Key Responsibilities:

- Lead one or more teams on Organizational Change Management (OCM) activities for large-scale technology implementation projects including, but not limited to, stakeholder engagement, change impact analysis, workforce readiness assessments, leadership alignment, organizational communications, and training solutions
- Develop overall Organizational Change Management strategy and detailed plans for the full lifecycle of the technology implementation
- Advise the client on best practices and market trends in OCM activities
- Oversee work performed by members of the OCM team
- Ensure OCM activities are aligned with the overall project timeline and key milestones, and are integrated with other work streams as required
- Manage overall OCM work plan, conduct weekly status reporting, and identify issues and manage risks
- Develop and execute OCM activities as required by the project, such as but not limited to, drafting communication materials, creating and delivering training materials, implementing workforce transition plans and readiness surveys, etc.

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- Develop and maintain contact with top decision makers at key clients; organize and lead pursuit teams; participate and lead aspects of the proposal development process; contribute to the development of proposal pricing strategies
- Lead and contribute to practice development initiatives including culture building, internal community involvement, eminence, recruiting, whitepapers, etc.

Key Skills and Accountability:

Required:

- Experience on technology implementation projects (SAP, Ariba, Oracle, OpenText) in a relevant industry or consulting environment
- Experience executing organisational change management initiatives (communications, training, change readiness assessment, impact analysis, stakeholder management, leadership alignment, etc.) on engagements in a relevant industry or consulting environment
- Bachelors Degree
- Ability to travel 80-100% of the time

Preferred:

- Working knowledge and experience of MS Office applications and training development tools
- Strong oral and written communication skills, including presentation skills (MS Visio, MS PowerPoint, MS Word, MS Excel)
- Ability to work independently and manage multiple assignments
- Strong problem-solving skills with the ability to exercise mature judgement
- Demonstrated ability to manage ambiguity and apply problem-solving skills
- Demonstrated ability to employ research and analytical thinking
- Demonstrated capabilities in team work and leadership
- Previous experience mentoring, training and developing junior members of the team; experience in employee performance reviews
- Previous experience in project planning, budget oversight and staffing of project teams including time management

We have an extensive benefits package which includes 25 days' holiday per year, private medical insurance, pension scheme, remote working, child care vouchers and various employee discounts.

To apply please submit your CV and cover letter online