



Example of Leadership Development Manager Job Description

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Our innovative and growing company is searching for experienced candidates for the position of leadership development manager. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for leadership development manager

- Implement leadership/learning and development programs across non-front line team members in North America Supply chain including TLC and PSDSS
- Experienced in, and passionate about leadership development
- Manage the execution of our teacher leadership initiative and talent recruitment efforts
- Create and sustain the momentum around the leadership pipeline development through use of metrics, analysis, and trends
- Apply adult learning principles, instructional design principles, and experience working with multiple formats (digital formats, performance, and on-the-job development) to lead the creation of learning solutions for our future leaders
- Manage the CAT Governance and Implementation team by reviewing CAT strategies and component execution approaches and getting their feedback and approval
- Collaborate with the HR communications team to design and deliver an communications/change plans that will effectively market the CAT program and its related components to stakeholders and program change champions
- Oversight, management and facilitation of our New Hire Orientation programs
- Assist with executive coaching (e.g., assist with 360 interviews, theming)

Qualifications for leadership development manager

- Experience employing OD methodologies to address business needs
- Strong metrics and analytical abilities and general business acumen
- Superb communication skills, and the confidence and ability to consult and interact with senior leaders
- Masters in Finance, Economics or Accounting, or Studying towards this in their final year
- Master's degree in Industrial-Organizational Psychology required with 7+ years of applied internal and/or client facing external work experience in assessment and development
- PhD in Industrial-Organizational Psychology or related field preferred with 3+ years of applied internal and/or client facing external work experience in assessment and development