Job Description:
Transformation Manager

The Transformation Manager role requires working collaboratively with a director, principal or partner to design, execute, and lead multiple teams through organizational change efforts of varying size and complexity. This role will utilize change management principles, processes, and tools to focus on driving financial and operational results for our clients, behavioral changes; designing change strategy, assessing stakeholder impacts and organizational readiness, recommending and/or implementing appropriate communication, training, and behavioral change solutions, and measuring effectiveness to enhance organization, group, and individual performance.

Responsibilities

1. Lead project teams in support of different project workstreams, and manage overall project activities, plans, and schedules associated with deliverables and milestones

2. Lead, guide and support multiple workstream leads / consultants through the design and implementation of targeted change strategies including identification of change impacts to people, process, policy, and structure, stakeholder identification and alignment, appropriate communication and feedback loops, success measures, training, organizational readiness, and long-term sustainability

3. Leads, drive day-to-day change management activities while providing the appropriate levels of support and coaching for Myrtle and client team members

4. Develop project delivery strategy to deliver complex business cases such as OEE improvement, supply chain network optimization, maintenance effectiveness

5. Lead analysis studies in production, maintenance, reliability, sanitation and management systems. Analyze data, evaluate results, and develop recommendations and road maps across multiple workstreams

6. Coach and guide project team members in Myrtle key OEE areas; production, maintenance, reliability, sanitation and management systems

7. Build and maintain effective partnerships with key cross functional leaders (Division VP, plant director and department owners) and project team members

8. Work with account director, principal or partner in identifying other areas of sales opportunities / account expansion within the same project, division and/or account

9. Educate and coach project team members, sponsors, and functional leaders on change management principles, tools, and their roles in effective change

10. Recommend appropriate new or revised change management tools and practices

11. Write project case studies

12. Ability to perform 100% travel from Monday through Friday

13. Complete all other assigned duties
Qualifications
*Minimum of a bachelor’s degree, preferably in supply chain, industrial engineering, engineering, business administration or economics. Master’s degree is preferred

*5 to 7 years of experience in management consulting and project management, leading multiple teams / workstreams or 7 to 10 years of direct management experience required as an operations manager, maintenance & reliability manager or plant director (manufacturing, supply chain, CPG, Food & Beverage, logistics are preferred)

*Ability to lead, guide and coach project team members in areas such as production, maintenance, reliability, managements systems and sanitation

*Ability to lead analysis studies in multiple areas and lead project definition and recommendations

*Ability to interpret financial statements and P&L

*Proficiency in Microsoft Office suite

*Ability to be comfortable and credible in assessing impact of change, communication and training need

*Ability to effectively design, gain alignment and successfully execute significant change initiatives from project start to finish

*Excellent oral and written communication skills, ability to interact effectively with all levels of management

*Ability to prioritize, manage time effectively, escalate issues appropriately, and keep information confidential is critical to this position