



Company Address:

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Job Opportunity: Organization Change Management Consultant

Capstone Ridge Group is a Winnipeg-based management and information systems consulting firm with a primary focus on helping organizations improve performance by building their capacity to innovate and transform through the integration of people, process and technology. We have worked with clients in Manitoba and throughout North America in both the private and public sectors to design and implement new business capabilities enabled by information technology. We have experienced practitioners with credentials in management consulting, project management, organizational change management, business process management, business analysis, systems analysis and quality assurance.

Capstone Ridge Group is looking for Organization Change Management Consultants in Winnipeg who will create and implement organizational change management (OCM) strategies that position the purpose, benefits and change management implications to drive end-user adoption of business processes and technology solutions.

Desired Skills and Experience:

- Scope, solution, estimate and deliver change management solutions in support of high impact, strategically-aligned transformational and technology initiatives to maximize employee adoption and usage and minimize resistance
- Collaborate with organizational leaders to design and execute cultural change programs across a spectrum of geographies, functions and work groups
- Develop change management plans and identify people-related risks and mitigation strategies to drive alignment and commitment to specific business practice, process and technology opportunities
- Drive stakeholder management and engagement, communication planning and execution across common platform transformational and technology projects
- Partner with key technology and business liaisons in the design and execution of change solutions
- Identify the change management resource requirements and capabilities required to support strategy development and execution of specified common platform projects
- Minimum of 5 years of experience in an OCM-related role leading complex, transformational change, with demonstrated experience in facilitating organizational development related efforts
- Demonstrated comprehensive knowledge and skills in OCM, including cultural change impact analyses, stakeholder alignment and management, communication planning, change network planning / execution, change readiness / effectiveness assessment and training strategy development
- Ability to manage multiple projects at the same time and work in a fast-paced environment with tight deadlines
- Strong written and verbal communication skills with excellent organizational and time management skills

Why you should consider a career with Capstone Ridge Group

- Growing Winnipeg based entrepreneurial company with a respectful and supportive environment
- Building a vibrant team of mid to senior level consultants that work collaboratively in the best interests of all stakeholders
- Provides professional growth through varied and challenging opportunities and through career mentoring with funded professional development
- Provides on-going contact, support and mentoring to our resources throughout each engagement
- Offers several employment options including employee, contractor and hybrid models with incentive-based bonuses and optional benefits

To apply, please email your resume to: info@capstoneridge.com