



Learning & Development/OD Consultant Leadership Solutions



About Knightsbridge Human Capital Solutions

Knightsbridge works with organizations to strengthen their most valuable asset, their people. We help clients seamlessly recruit, develop, and optimize talent to create competitive advantage and improve performance.

Knightsbridge is Canada's leading integrated human capital company, with over 250 employees in Executive Search & Recruitment, Leadership & Talent Development, Career Management and Workforce Management, serving clients across Canada, the US, the UK and Australia. Our strategic alliance with Amrop, the world's largest executive search network, enables us to serve our Executive Search clients globally.

Knightsbridge is proud to be recognized as one of "Canada's 50 Best Managed Companies", and support Junior Achievement as the title sponsor of the Canadian Business Hall of Fame.

Knightsbridge has the people and services you need when you need stronger people.

Opportunity

You will have the opportunity to help Knightsbridge continue growing its Leadership Solutions brand through the delivery of high quality solutions to new and existing clients. As a core member of the project delivery team, you will demonstrate strong technical and consulting skills primarily in support of custom leadership development programs and other related leadership development initiatives.

Key Accountabilities

- Work with Knightsbridge consultants and clients directly to scope the learning solution
- Accountable for hands-on design, development, implementation, delivery, and maintenance of customized learning programs and modules
- Contribute to thought leadership and research to recommend leading edge ideas and creative approaches to leadership development
- Create scalable leadership development materials (e.g., PowerPoint presentations, facilitator guides, participant guides, program communication plans)
- Complete new design or enhancements to existing designs, and development of agendas, activities, tools, case studies, handbooks, sourcing of pre-reading/cases, videos, etc.
- Project management to ensure comprehensive project plans are created and maintained; act as the primary client contact for delivery of leadership development programs
- Conduct client interviews and focus groups, and facilitate working sessions with clients; analyze data and other information to identify insights at the individual, organization and cultural level; discuss insights and impact, and recommend learning solution design
- Support pursuit leads in preparing effective proposals and presentations for business development purposes, primarily focused on large scale leadership development programs and other leadership solutions

Education

- Bachelors Degree required
- Masters Degree or Certificate in Adult Education, OD, Leadership, Instructional Design or HR Management from a recognized university/community college, or equivalent combination of education, program design and experience.



Experience & Competencies

- Demonstrates forward-thinking and understanding of industry leading practices in learning and development methods and technologies
- Able to link strategic drivers of client organization to leadership development solutions
- Confidently influences internal and external stakeholders and builds strong relationships
- Excels at using MS Office suite (PowerPoint, Excel, Word, Project)
- Resilient and resourceful – excels at managing complexity and multiple (at times competing) priorities
- Delivers with insight and impact and looks for opportunities to add value
- Demonstrates initiative and drive to seek out opportunities to learn and apply new skills
- Focuses on strategic goals, while satisfying the tactical needs of the organization
- A team player who can work independently when needed
- Flexible and agile – embraces constant change and is open to new ideas
- Excellent interpersonal skills (written and spoken) – forthright, engaging, low-ego
- Energetic and passionate – demonstrates a strong sense of urgency
- Shares and leverages experiences and leading practices/insights from across multiple clients
- Solicits feedback from project team members after completing deliverables
- Provides feedback to other members of the team
- Consistently seeks out opportunities to learn new skills and to apply those skills to future projects

Location

Toronto, Ontario (downtown)

Remuneration & Benefits

Competitive salary and benefits plan.

Application for consideration

Please send your resume and covering letter outlining your interest in this role to:
internalopportunities@knightsbridge.ca