

Organization Change Management Specialist

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Company: Saudi Networkers Services

Location: Saudi Arabia

Category: business-and-financial-operations

Job Description :

Apply a structured methodology and lead change management activities, apply a change management process and tools to create a strategy to support adoption of the new HIS system.

Conduct Stakeholders analysis, assess change readiness and develop influencing strategies including the design, development, delivery and management of communications related to the project activities and changes across the hospital.

Identify, analyze and prepare risk mitigation tactics associated with the new change.

Measure KPIs that help monitor staff adoption and impact of the new system on hospital operations.

Work closely with hospital staff and engaged with them to understand their motives and focus on areas of mindset changes, behaviors and culture that are required in adapting the new system.

Assess level of alignment between current workflows, organizational design and resources with the new system to identify potential barriers and gaps and determine what processes must be significantly redesigned, and support organizational design and definition of roles and responsibilities.

Assess the Current State in three key areas: organizational design and workflows - staffing and roles Training needs

Supervise technical product training and make sure the methodology and approach address the hospital needs.

Provide operational training to make sure that the new process changes are embedded and adopted by the staff to support the adoption of the new system. And address any needs to do changes in roles and policies.

Identify and coach staff who are supportive of the change and can keep the implementation process moving forward.

Provide CAP training and other leadership and soft skills training to key leaders and change agents to provide them with the tools and skills needed to support the change.

Engaged with key leaders and prepare them to lead and control the change.

Generate reports as needed related to project activities and deliverables.

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