



Consultant, Leadership Development

JOB OVERVIEW

This role is initially responsible for program delivery in support of leadership and employee development. It is expected that over time, the Consultant will deepen client relationships and initiate opportunities to develop programs and/or consulting engagements from discovery followed by proposal through to implementation.

Key initial areas of focus are:

- Lead and deliver/facilitate in-person professional and leadership development programs and other learning and development initiatives to increase leadership capacity and team performance.
- Develop and build client relationships through consultation and discovery of needs. Becoming viewed as a trusted advisor and the ability to represent the full suite of FCC Services programs and resources is also essential to successful performance.

JOB RESPONSIBILITIES

- Serve as a key consultant and facilitator of the Leadership Development programs focused on the effective delivery of programs, targeted training workshops, team development sessions, conference presentations and break-out sessions, and delivery of assessment feedback and coaching of clients.
- Facilitate and build strong connections both in program content and with participant cohorts, as participants advance through program sessions and levels.
- Establish presence with audience members and facilitate session dynamics to promote engagement consistent with adult-learning best practices.
- Maintain certification in assessments and provide developmental feedback and coaching to clients.
- Deliver online/webinar-based sessions to support the above engagements.
- Evaluate delivered solutions versus agreed client success metrics, including use of satisfaction surveys.
- Independently resolve problems and issues within scope of assignments.
- Forge strong relationships with key client contacts to identify existing and emerging organization development client needs including on a business unit, team and individual level.
- Contribute to business development efforts, selling and delivering programs/consulting services to achieve revenue and profit margin targets.
- Further consult and engage with program/service stakeholders to propose and assist in the design and implementation of practical solutions to their needs.
- Document disciplined business development activities and relationships in the FCC Services CRM system.
- May support additional initiatives in the areas of leadership development program design, talent assessment & selection, succession planning, employee engagement surveys, and data analytics.
- Collaborate with marketing staff to develop marketing strategies and program materials.
- Uphold FCC Services values and reputation with suppliers and partners.
- Support the budget process and prudently manage resources within those budgetary guidelines according to company policy.

- Serve as a role model to clients and colleagues, exhibiting behaviors consistent with FCC Services Statement of Values.
- Engage in continued personal and professional development.

JOB REQUIREMENTS

- Minimum of 8-10 years' experience in a consultant and/or professional trainer role, with proven ability to engage, educate, influence, and inspire diverse individuals and groups of stakeholders.
- A Bachelor's degree is required. Preferably in Adult Education, Training, Communications, Human Resources, Industrial/Organizational Psychology, Business, or a related field.
- Excellent presentation, training and facilitation skills with both management and individual contributor audiences in a corporate environment required.
- Webinar facilitation experience required.
- Strong verbal and written communication skills required.
- Analytical and systems thinking skills required.
- Self-driven with proven ability to work both independently and in a collaborative environment when required.
- Ability and willingness to travel up to 50-75% of the time, with flexibility to occasionally travel on short notice. This corresponds to approximately 25-35 weeks annually, with occasional full weeks on the road but not always, and limited travel crossing over to weekends.
- Preferred Certification in Assessments: A range might include DiSC, Myers Briggs, Hogan, and other 360-Degree feedback assessments. FCC Services will also provide certification in assessments housed in our suite of talent management tools & instruments as appropriate for fulfillment of client engagements.
- Data analytics and/or experience in employee engagement survey analysis and reporting preferred.
- Instructional design experience preferred.
- Learning Management Systems experience preferred.
- Preference for role to be located in Greenwood Village, CO.

An Overview of FCC Services. Our Expertise. Our Services.

Our vision is simple yet bold—we empower organizations and colleagues to be more! We are a business services and consulting firm specializing in leadership development, talent selection, risk management, insurance management, and claims administration.

Since 1975, FCC Services has worked with the Farm Credit System, cooperatives and self-insured public entities to help them achieve organizational and operational excellence by helping them manage their risks.

Headquartered in Denver, Colorado, with approximately 50 employees, FCC Services is proud to serve a variety of clients across the US.

The unique blend of our expertise, services, programs and conferences enables us to create enriching business solutions and help organizations to *Be More*.

JOIN OUR GROWING TEAM!

Compensation:

- ✓ *Competitive Salaries*
- ✓ *Annual Performance Bonuses*

Benefits:

- ✓ **90% employer paid** health insurance options
- ✓ 10-12 paid holidays annually
- ✓ Generous paid vacation and sick time
- ✓ Generous 401k matching and other benefits
- ✓ Collaborative and welcoming work environment

Interested candidates should email a cover letter, resume and salary requirements to human.resources@FCCServices.com – No phone calls, please.

FCC Services is an equal opportunity employer (EOE). FCC Services may, at its discretion, require job candidates to successfully complete a background check as a condition of employment.