



## **Solutions Development Consultant**

### **COMPANY OVERVIEW:**

Lominger International creates competency-based leadership development resources for individuals, teams, and organizations. Our products and services are research-based, experience-tested, and internationally recognized tools that can be customized to fit any organization's culture or operating style. Lominger provides the tools and expertise needed to close the gap between best practice strategies and an organization's current strategy to implement talent management.

In August 2006, Lominger joined the Korn/Ferry International family of companies. With more than 70 offices in 40 countries, Korn/Ferry is the premier global provider of talent management solutions, delivering an array of services that help clients to identify, deploy, develop, retain, and reward their talent.

### **POSITION SUMMARY:**

The Solutions Development Consultant supports our Leadership Development Solutions (LDS) group through intellectual property development, consulting, and business development. LDS combines validated behavioral assessment and developmental tools with an understanding of the skills and experiences required for success. Talent management needs are constantly in flux, requiring a customized approach and a keen awareness of the challenges and opportunities ahead. We view leadership development as an ongoing process that must be aligned with the company's strategic goals and culture while also taking in account influences from the marketplace as a whole.

The Solutions Development Consultant may support any of these service offerings:

- **Competency Modeling**
- **Succession Planning**
- **High Potential Engagement**
- **Performance Management**
- **Strategic Alignment**
- **Onboarding**
- **Management Assessment**
- **Executive Leadership Development**
- **Leadership Development Programs**
- **Senior Team Effectiveness**

### **PRIMARY RESPONSIBILITIES:**

- Collaborate with service offering leads to develop distinctive, scalable and replicable solutions to clients
- Develop talent management solutions to help clients maximize the effectiveness of their talent and align critical competencies with business strategy
- Review research and thought leadership related to service offerings
- Manage ongoing product life-cycle (reprints, updates, enhancements, etc.)
- Participate in internal research and create technical reports and publications
- Delivery of consulting solutions to clients
- Conduct certifications and assist instructional design with content improvements

- Act as subject matter expert in one or more categories related to Leadership Development Solutions (LDS) service offerings
- Develop relationships with key customer accounts and participate in developing new business with client contacts

**SECONDARY RESPONSIBILITIES:**

- Develop case studies and white papers
- Assist in the development of marketing collateral
- Assist in decisions regarding packaging, layout and graphics
- Partner across internal business units to ensure customer satisfaction on service offerings

**REQUIREMENTS:**

- Advanced degree (MS or higher) in Industrial-Organizational Psychology, Organizational Behavior or related area
- 5+ years of professional-level experience in consulting, industry or academia
- Research experience (e.g., Masters thesis, dissertation, Journal publications, etc.)
- Writing experience (e.g., books, articles, chapters, white papers, case studies or training materials)
- Commercialization experience (turning ideas into products)
- Teaching or training experience preferred

**REPORTS TO:** Vice President Product Development

Lominger International is an equal opportunity employer.

To apply for a position at Lominger, please submit your resume, cover letter and salary expectations to [apply@lominger.com](mailto:apply@lominger.com)