ASSOCIATE CONSULTANT IN ORGANIZATIONAL DEVELOPMENT PROGRAM

**Purpose**
The purpose of this two-year, full-time consulting program experience is to train and develop graduates or early-career professionals, holding a PsyD or a PhD in Psychology (Clinical or I/O), to become Organizational Development Consultants; ensuring they are ready and able to conduct independent work in the field.

**The Experience**
We will provide a comprehensive learning experience focused on the fundamentals of consulting psychology and organizational development and the application of these principles to a variety of consulting solutions and projects. Associate Consultants will have the opportunity to learn and practice these entry-level skills in a variety of environments to prepare them to transition into the role of a Consultant. Consulting experiences during an Associate Consultant's term are not intended to be exhaustive.

Our consulting solutions are delivered on-site at client locations and in a virtual setting. Our solution offerings include, but are not limited to:
- One-on-one Coaching: Executive, Manager, & Individual Contributor
- Level-Based Competency Development: C-Suite, Leadership, Management, & Entry-Level
- Vertical, Horizontal, and Cross-Functional Assessment and Alignment: Departments & Teams
- Strategy Development & Execution
- Organizational Audit and Development
- Change Leadership & Management
- Performance Management & Talent Development

Overarching focus of the role:
- Developing a comprehensive understanding of the Firm's consulting philosophy, solutions and models
- Developing a deep understanding of the latest thinking around leadership; assessment, design, development and execution of strategy, organizations, individuals, and groups
- Learning valuable consulting facilitative design skills and tools
- Learning the elements for effectively managing consulting projects (milestone tracking, status reporting, resource accountability, basic project financial implications, etc.)
- Learning the elements for effectively managing client relationships (organizational culture, client needs, preferred modes of communication, strengths and triggers for gaps, points of sensitivity and confidentiality, etc.)
- Understanding the defined target market for prospective clients and the competition in the marketplace
- Understanding how to design prospect proposals
- Understanding of the Firm’s sales process and pipeline management tools
- Co-attending networking meetings to gain exposure with the sales environment
**The Environment**
While the majority of delivery occurs at client sites, much of an Associate Consultant's learning and development takes place during interactions with other team members around projects; Associate Consultants are required to live in close proximity to Charlotte, NC and be in the office when not out on consulting engagements.

Our office environment is fast-paced, energetic, high-functioning, fun, and transparent. Our passion is performance, client care is our forte, team work and excellence are what drive us. Our musts include a learning attitude and approach to work, a team player, ability to receive feedback in an open environment and real-time with a positive attitude, critical thinking, resilience, exceptional attention to details, and a high level of accountability and self-reflection.

**Our Approach**
Our training and development model is designed as a progressive path; gradually building from foundational knowledge and skills to more advanced competencies. Our philosophy is that of an apprenticeship approach. Training and development will be adjusted to the needs and skills of the Associate Consultant. Associates will always function under a Senior-level staff member; experiences will increase in autonomy and complexity as proficiency and mastery are demonstrated. As Associates mature in their professional development they are expected to function on an increasingly independent basis.

Associate Consultants will learn core foundations of consulting and apply learnings in real-time to projects chosen by Senior-level staff. The primary goal is to align projects that allow Associate Consultants to be successful and build confidence for more challenging and complex projects. Associate Consultants will take on projects of increasing complexity as Senior-level staff see appropriate given an Associate's development. It is expected that Associates take an active role in fostering their own professional development and the development of others after six to eight months in the role.

**Performance Evaluation**
Associates will receive a formal performance evaluation after 30 days, 6 months, and 1 year in the role. This is a written evaluation comprised of feedback obtained from Senior-level staff and colleagues throughout the rating period. Additionally, ongoing, informal and real-time feedback should be expected throughout training and development.