Knightsbridge
human capital solutions

Senior Consultant, Leadership Development
Leadership Solutions

The Company

Knightsbridge is a human capital solutions firm that truly integrates the expertise of finding, developing, and optimizing an organization's people to deliver more effective solutions that maximize their investments in people and deliver better performance.

Today, organizations need a different kind of human capital partner; one with a broad perspective to solve their increasingly complex human capital challenges. Knightsbridge was created from its inception to be different, by bringing together teams of specialists with an integrated perspective across recruitment, leadership and organizational development, learning, and career and workforce management. These specialists challenge assumptions and work as a team to diagnose the underlying issues limiting organizational performance. The result is more objective advice and effective solutions that are customized and implemented to fully meet a client's specific needs achieving greater people and team productivity.

Knightsbridge works with clients across North America, the UK and Australia. We have strategic alliances with Career Star Group for career transition services and Amrop, the world's largest executive search network.

Knightsbridge is proud to be recognized as one of "Canada's Best Managed Companies", and to support the United Way, Junior Achievement, and the Canadian Business Hall of Fame as the national partner.

Our Vision

We will be seen as reshaping the way the market unlocks its human and organizational potential.

Our Mission

Great organizations are built by great people... we move people and organizations to greatness!

Role

Reporting to the Vice President, Global Leadership Development, you will have the opportunity to help Knightsbridge leverage our strong brand and continue to drive growth in North America in the Leadership Development space. You will work with Knightsbridge consultants and the Corporate Business Development Team to scope opportunities, design leadership development and program strategy, and manage large scale complex projects and client relationships.

CANADA'S BEST MANAGED COMPANIES

Areas of expertise include leadership development, design and development of leadership programs, and business development through the expansion of existing and new client accounts.

Role Profile

Deliver with insight and impact

- Acts as the leadership development subject matter expert in partnership with our Consulting and Corporate Business Development Teams to scope leadership development solutions
- Conducts client interviews and focus groups, and facilitates working sessions with clients; analyzes data and other information to identify insights at the individual, organization and cultural level; discusses insights and impact, and recommends solution design
- Is accountable for hands-on design, development, implementation, and maintenance of leadership programs from executive level to front-line
- Designs new builds based on specific client requirements or customizes based on existing Knightsbridge programs
- Ensures comprehensive project plans are created and maintained; acts as the primary client contact for delivery of leadership development programs
- Contributes to thought leadership and research to recommend leading edge ideas and creative approaches to leadership development

Business Development

- Analyzes changing needs of customers and industry, identifying and anticipating trends
- Prospects and networks, conducts diagnostic needs, develops proposals, negotiates and closes the deal, reviews projects and sustains momentum with the client
- Manages professional network of client/ customer organizations in order to maximize business development opportunities
- Leads the BD process for full lifecycle Leadership Development Program solutions
- Prepares effective proposals and presentations for business development purposes, primarily focused on large scale leadership development programs and other leadership solutions
- Develops good understanding of customers' business, HR and leadership challenges, and advises clients on best services to accomplish their objectives
- Recommends customized solutions and provides special considerations if customer requires more than one KHCM service
- Liaises with BD people to scope and clarify practice-related opportunities

Account Management

- Responds to and addresses inquiries from customers regarding current engagements
- Prepares scope of work and proposal documents in response to inquiries for new engagements
- Surfaces client and sector issues and opportunities to foster the development of client-focused solutions
- Works with administrative resources to maintain engagement records and review invoicing

Education

The candidate will have a minimum of an undergraduate degree and ideally possess a post-graduate degree in a related field (e.g., Leadership, Industrial / Organizational Psychology, Organizational Behaviour, Organizational Development/Effectiveness).

Experience

10+ years of related leadership development experience
5+ years of project management experience

Demonstrated Competencies

- Forward-thinking and understanding of industry leading practices in leadership development
- Able to link strategic drivers of client organization to leadership development solutions
- Demonstrated presence and ability to work with leaders
- Confidently influences internal and external stakeholders and builds strong relationships
- Resilient and resourceful – excels at managing complexity and multiple (at times competing) priorities
- A disciplined and well organized project manager
- Delivers with insight and impact and looks for opportunities to proactively add value
- An adaptable and collaborative team player with the ability to provide and receive feedback
- 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
- Clarity of understanding regarding the value of influence in a Professional Services environment
- Facilitation skills are an asset
- Excels at using MS Office suite (PowerPoint, Excel, Word, Project)

Location

Toronto, ON

Remuneration & Benefits

Competitive salary plus bonus based on personal and corporate performance. Comprehensive benefits plan.

Application for consideration

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