



Senior or Principal Consultant – Leadership Development

MDA Leadership partners with organizations to strengthen individual, team, and organizational talent through powerful leadership assessment and development solutions. For 43 years, we have helped organizations select the right leaders, grow leadership capabilities, and drive high performance. Our client teams partner with regional, national, and global organizations to deliver solutions that exceed client expectations. We pride ourselves in hiring exceptional I/O psychologists, leadership development professionals, and executive coaches with strong business acumen who have the keen ability to understand our clients' business challenges and translate their needs into impactful, integrated, and inclusive talent solutions. Our LD Practice Area is a passionate team that have won two competitive global awards in the past two years for leadership development program excellence.

The Consultant – Leadership Development is expected to contribute in most if not all of the following ways:

- Develop and support client relationships by determining their business needs and translating them into business solutions across MDA Leadership practice areas.
- Build strong consultative partnerships with clients and develop an in-depth understanding of their organizational cultures, values, systems, business strategies, and talent needs and goals.
- Lead needs analysis processes that may include defining competency and leadership expectations which inform programmatic design and role profiles.
- Customize and tailor highly experiential, cohort-based leadership programs/solutions at the Director level and above to include curriculum design, facilitation, in-person and virtual delivery to diverse groups and on a diverse range of topics.
- Provide executive coaching at the Director level and above using executive insights and a disciplined coaching process both within the context of programs and independent coaching engagements.
- Create and deliver team development solutions to senior and executive level teams including assessment, coaching, and training.
- Collaborate with MDA's Client Success team to ensure deliverables fulfill client expectations.
- Contribute to business development efforts, including deepening current client relationships and adding new business in line with MDA's business strategy.

Key skills and competencies:

- Proven track record as a leadership development professional utilizing sound practices and behavioral science-informed approaches to adult, leadership, and organization development.
- Established reputation as a skilled facilitator of live in-person and virtual sessions.
- Demonstrable experience of highly effective coaching at the senior leadership level.
- Passion for leadership development work and for helping MDA's clients build stronger leaders.



- Outstanding communication skills (both oral and written) and the ability to build effective relationships at all levels of an organization.
- Excellent project management skills (budgeting, project planning, prioritization, cross-organizational collaboration to shape solutions, meeting client deadlines, etc.).
- Intermediate to advanced proficiency in Microsoft Office.
- Flexibility and capacity to shift gears in response to changing demands.
- High integrity and personal ethics with both the ability and willingness to contribute to and shape an inclusive working environment
- Dependability, accountability, and results orientation.

Qualifications:

- Master's degree in Leadership, Leadership Development, Organizational Development, Psychology, HR or other related field with a focus on leadership development highly desired, or equivalent work experience.
- 7+ years of leadership development facilitation experience is required.
- Curriculum design experience is required.
- Coaching experience at multiple leadership levels is preferred.
- Ability to travel to domestic client sites 25% of the time.

We strongly prefer this person to reside in the Minneapolis / St. Paul metro area. This is a hybrid role, currently working two days each week in the office.

This position reports to the SVP, Leadership Development.

MDA Leadership offers numerous competitive benefits including health and dental insurance, short- and long-term disability insurance, vision, life, and AD&D insurance, paid vacation and holidays, 401(k) match, and more.

Base salary range: \$115,000 - \$225,000 /year, depending on experience. This position is eligible for an annual bonus based on company and individual performance.

MDA Leadership is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.