



momentum



GUARDRISK

multiply

Organisational Development Consultant x1 (#25179) at Human Capital

MMI Holdings Limited (MMI) is a South African based financial services group listed on the South African stock exchange, the JSE. The group operates in the market through several client-facing brands including Metropolitan and Momentum, South Africa's number one cell captive insurer Guardrisk and wellness & rewards programme Multiply. MMI operates on the African continent, United Kingdom, and India through a direct presence, strategic partnerships and joint ventures.

MMI's purpose is to improve the lifetime Financial Wellness of people, their communities and their businesses. Financial Wellness is a continuous process of planning and management for individuals, households and businesses, with the aim of affording expenses and achieving goals over one's lifetime. Our promise to our clients is to be their Financial Wellness partner over this life-long journey, using our expertise and solutions to help them develop and reach their goals. Visit us at www.mmiholdings.co.za.

Introduction

MMI Health, an entity of MMI Holdings Limited (MMI), delivers sustainable, integrated health solutions that meet the needs of clients in the different segments and maximise lifetime client value. We build and maintain a culture of innovation, and create value through unique insights of how to achieve specific outcomes by using a defined set of Health capabilities.

What you're going to do

- Deliver holistic organisational development solutions.
- Assist the OD team with designing and implementing practices/initiatives that will support business objectives
 - Ensuring best practice and cutting edge approaches are used to ensure organisational effectiveness, leadership effectiveness and employee engagement to support business strategy
 - Monitoring and evaluating of OD interventions in terms of progress and impact measures
 - Keep abreast of trends, legislation and best practices within the organisational effectiveness field in order to optimise service delivery
 - Collaborate with HR team to facilitate and deliver value adding organisation effectiveness programs and interventions to address organisational effectiveness gaps in line with MMI frameworks
 - Support OD team with continuous improvement in alignment of culture to support line managers and employees in building effective engagement platforms
 - Coach, advise and provide tools to build junior leadership capacity
 - Use psychometric assessments to inform career development and management interventions
 - Assist in compiling and submitting OHFB scorecards, monthly reports and other related metrics as required

- Partner with the HR team in initiating and improving the effective delivery of HR solutions, while integrating and sharing best practices
- Facilitate workshops and learning processes as part of the OD team
- Research key OD theory and assist in the compilation of PowerPoint presentations
- Build and maintain relationships with clients and internal and external stakeholders
- Identify employee growth and development needs and schedule interventions to enable ongoing development, training and personal growth
- Identify opportunities to enhance cost effectiveness and increase operational efficiency

What you'll need:

- B.Com Master's degree in Industrial Psychology
- Registered Industrial Psychologist at the HPCSA
- Accreditation on the following psychometric tools will be an advantage: OPQ, IP200, CPP, EQi
- 1 - 2 Years HR experience and Organisational Development experience will be an advantage
- Proficiency in Microsoft Office

What competencies you'll require

- Business Acumen
- Client/Stakeholder Commitment
- Drive for Results
- Leads Change and Innovation
- Collaboration & Impact and Influence
- Self-Awareness and Insight
- Diversity and Inclusiveness

More points to ponder

- We reserve the right not to fill this position
- Please note that should you not receive any feedback within 2 weeks, please consider your application unsuccessful
- Shortlisted candidates will be subjected to the following statutory checks:
 - ITC
 - Criminal
 - References
 - Qualification

Location

Cornubia, Mount Edgecombe (Durban)

Disclaimer

Only on-line applications submitted via our careers page will be considered. Internal Team Members must inform their manager of their application. Your manager must be aware of and support your application.

Please submit your application via our Careers page on www.mmiholdings.co.za

To apply, please follow the official system application process and get in touch with the PeopleSoft Helpdesk (021 940 5169) if you need further assistance.

Closing Date

25 June 2018

Contact Details

MELISSA MAHABEER

melissa.mohanlal@momentum.co.za (The purpose for this email address is solely for queries regarding the advertised position and no emailed CV's will be accepted. Only online applications submitted via our Careers page will be considered.)

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All positions will be filled in accordance with our Employment Equity plan.

We also encourage people with disabilities to apply.