



Director, Culture & Employee Engagement

New York, NY

To Apply

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About Ownership Works

Ownership Works (www.ownershipworks.org) is a fast-growing nonprofit with a mission to increase prosperity through shared ownership at work. We help investors and companies implement innovative shared ownership programs that make every employee an owner and honor the collective effort behind a company's success. Visit <https://ownershipworks.org/how-we-help/> to learn more.

Employee ownership can unlock new levels of success for companies and employees, increasing workers' access to and participation in wealth creation. At scale, employee ownership can help low- and moderate- income households and people of color access the single largest source of wealth in America: stock ownership. Through shared ownership programs that support better corporate cultures and returns, we aim to generate at least \$20 billion of wealth for lower-income and diverse workers over the next decade.

About the Business Engagement Team

The Business Engagement team provides best-in-class advisory services to top management teams at companies and private equity firms on the design and execution of shared ownership programs. This includes helping companies to:

- structure and implement optimal equity-based plans that share ownership with all employees;
- develop a robust engagement and ownership culture; and
- increase employees' financial wellbeing.

Visit <https://ownershipworks.org/how-we-help/> to learn more.

Ownership Works partners with some of the nation's largest private equity, financial services, consulting, and law firms, and is also supported by premier foundations. For a full list of Ownership Works' partners, visit <https://ownershipworks.org/partners/>.

The Ownership Works' team is:

- results-oriented with a culture of humility and excellence
- focused on translating big ideas into actionable plans and measurable results
- diverse, curious, strategic, and accountable
- fast moving

About the Position

Ownership Works is seeking to recruit a Director of Culture and Employee Engagement. This leader will be responsible for developing Ownership Works' shared ownership program implementation playbook, with a focus on Ownership Works' mission to build a culture of ownership, improve employee engagement, and increase workers' voice at participating companies.

This individual will work closely with the organization's senior leaders as they help companies implement shared ownership programs. This executive will be a core part of the organization's Business Engagement Team and will report to the organization's Executive Director with frequent business interactions with the entire Business Engagement team. The Director will develop a small team of 2-3 resources who will be primarily New York based and work in a hybrid work model with 2-3 days in person at our NYC office.

Core Responsibilities:

- Work closely with Ownership Works' senior leadership, advisors, and consultants to further develop the Ownership Works' shared ownership program implementation playbook, with a focus on building a culture of ownership, improving employee engagement, and increasing worker voice
- Help companies assess employee engagement, drawing upon survey tools, focus groups, and other formal and informal employee feedback channels

- Drawing upon the playbook, advise private equity investors, corporate boards, C-suite members, and other executives on executing practical strategies to build a culture of ownership, improve employee engagement, and increase workers voice at the companies they lead
- Leverage the playbook to develop and deliver additional content including modules, trainings and workshops for executives and employees on ownership culture, employee engagement, and worker voice
- Liaise with organization's [Labor Advocates Leadership Council](#) to develop innovative approaches to increasing worker voice
- Develop strategies and tools to deliver services and content at scale, leveraging third-party content developers, technology, etc.

Candidate Profile

The successful candidate will have a deep commitment to and passion for Ownership Works' mission and employee ownership. This individual must be a mission-oriented leader who wants to leverage their skills and experience to make a difference in the lives of thousands (and potentially millions) of hard-working people through shared ownership programs that improve corporate cultures and employee wellbeing. Like the other members of the senior team, the successful candidate will be a big thinker that is grounded in developing practical and scalable tools to support successful implementations and capability building of shared ownership programs across dozens of companies.

In terms of skills, qualities & qualifications required for the position, we would highlight the following:

- 15+ years of experience in consulting or business operations where experience building high performance/high engagement cultures and/or change management is desirable
- Outcome oriented with a strong bias for action to enable accelerated business development and growth
- Experienced manager who can successfully lead a team, multiple projects, and numerous client engagements
- Experience advising senior leaders, boards, and CEOs, with a focus on developing strategies and processes that improve operations and performance
- Excellent relationship manager with strong interpersonal skills
- Strong written and exceptional verbal communication and presentation skills with ability to adapt style and approach to disparate audiences and stakeholders
- Strong prioritization and problem-solving skills to arrive at apt solutions even at the face of ambiguity
- Highly responsive and accountable
- Collaborative team player with humility and low ego
- Bachelor's degree is required; graduate degree preferred

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- Ability to create and articulate an inspiring vision for Ownership Works and partner organizations, not only for the areas they are directly responsible for, but also including its impact on the enterprise as a whole.
- Taking an outcome-oriented approach with an inclination to seek and analyze data from a variety of sources to support decisions and gain stakeholder alignment
- An entrepreneurial yet practical approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry
- Ability to effectively balance the desire/need for broad change with an understanding of how much change the organizations are capable of handling, to create realistic goals and implementation plans that are achievable and successful

Executing for Results

- Ability to set clear and challenging goals while committing the organizations to improved performance; tenacious and accountable in driving results
- Comfortable with ambiguity and uncertainty with the ability to adapt nimbly and lead others through complex situations
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks and has a bias for action
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; an ability to act in a transparent and consistent manner while always taking into account what is best for all stakeholders involved
- Delivers breakthrough innovations and business models that create value for all stakeholders, continually challenging traditional approaches

Leading Teams

- Ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; someone who is widely viewed as a strong developer of others
- Ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards which commands respect from followers
- A leader who is self-reflective, open to feedback, aware of their own limitations, leads by example and drives performance with an attitude of continuous improvement

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively

- Ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive
- Sets audacious business and sustainability goals, driving concerted action and investments, and stays the course in the face of setbacks or push-back from short-term oriented stakeholders
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole

Ideal candidate profiles

Profile 1:

Professional Experience

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| 2012 - Present | Management Consulting Firm |
| 2021- Present | Partner, Culture, Talent and Employee Engagement Practice |
| 2014 - 2021 | Pre-Partner, Culture, Talent and Employee Engagement Practice |
| 2012 - 2014 | Consultant, Culture, Talent and Employee Engagement Practice |
| 2007 - 2010 | Nonprofit Foundation/ Social Impact Organization |
| | Business Strategy and Development Leader |
| 2005 - 2007 | Management Consulting Firm |
| | Consultant, Organization Practice |

Education

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| 2012 | Post Graduate Degree |
| 2005 | Undergraduate Degree |

