

UW HEALTH JOB DESCRIPTION

Senior Corporate Strategy Planning Consultant

Job Code: 310031	FLSA Status: Exempt	Mgt. Approval: R. McDonough	Date: September 2021
Department: Strategy Office		HR Approval: S. Whitlock	Date: September 2021

JOB SUMMARY

The Senior Corporate Strategy Planning Consultant at UW Health will apply expert level skill in leading and managing the most complex, high-priority corporate planning initiatives that have a strategic impact for the UW Health enterprise. The position is responsible for coordinating all aspects of a planning effort and providing leadership to teams across multiple departments and the organization without direct authority. This role requires strong interpersonal, communication and organizational skills as well as critical analysis skills and quantitative capability.

Senior consultants interact with executives and c-suite individuals as trusted thought partners on projects and develop trusted relationships with internal and external stakeholders. For the most complex leadership-prioritized planning efforts, the position is expected to independently lead from the early stages of stakeholder engagement, comprehensive data analysis, research and strategy formulation through facilitation of business plans, creation of financial projections and presentations for executive information and decision-making. The senior consultant will also lead development of new and improved planning processes, tools and standards and will serve as a resource/mentor to Strategy Planning Consultants, cross-functional partners and leaders throughout the organization.

The position will work collaboratively as a member of a high performing planning team within the Strategy Office at UW Health. It will report directly to the Director of Business Planning with matrix reporting to Enterprise Analytics to enable efficient access to data and analytic tools. In addition, it will work very closely with other leaders and staff in the strategy office team.

MAJOR RESPONSIBILITIES

- Oversees the most complex planning efforts assigned to the Strategy Office Planning Team with a demonstrated ability to navigate ambiguous situations and drive for clarity.
- Works independently as a trusted thought partner with senior leadership and subject matter experts across the enterprise to provide unbiased and accurate information, analysis, consultation and recommendations in support of program strategic planning and strategic business planning initiatives. Assesses strategic connections, impacts and themes across business opportunities and communicates to leadership,
- Facilitates development of program strategic plans and strategic business plans for opportunities where a program or business proposal has been prioritized by senior leadership. Provides direction and translates cross-functional strategy into an executable plan using innovative approaches to ensure timely and effective decision making. Ensures that plans align with organizational strategic goals.
- Provides project management support for strategic and business planning projects, which include providing structure to highly complex, undefined work with significant interdependencies. Responsible for assembling project teams, identifying key stakeholders, managing program risks and tracking actions items, issues and key decisions throughout the planning project.
- Plans and facilitates meetings and retreats to help leadership teams conduct environmental assessments, formulate strategies, develop tactics and facilitate decision making.
- Proactively and creatively seeks out intelligence sources to help inform corporate strategy. Translates market analysis and insights to support corporate level business development strategy.
- Serves as internal consultant for all levels of management at UW Health with regards to strategic and business planning best practices and tools. Works collaboratively with Enterprise Analytics to develop appropriate planning data and analytic tools for leaders throughout the organization to access.
- Synthesizes financial, market, clinical, technological and operational inputs to inform decisions regarding strategy and investments. Draws out conclusions relative to available data and identifies alternative options and recommendations. Presents results in professional, concise and meaningful way to aid in leadership decision making.
- Develops financial impact projections for prioritized business planning initiatives, working closely with finance, clinical and support department leaders to develop comprehensive and realistic assumptions.

JOB REQUIREMENTS

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Education	Minimum	Bachelor's degree in Business, Industrial Engineering, Healthcare Administration, or related field
	Preferred	Master's degree in Business, Industrial Engineering, Healthcare Administration, or related field
Work Experience	Minimum	Seven (7) years of professional experience in a business or clinical role. Two (2) of these years must be directly related to strategic, business and/or operational planning and/or new program/service/product planning and development One (1) year working in a healthcare environment. Must have at least one (1) year experience in a management role or two (2) years of proven leadership responsibilities over cross functional, complex projects working with senior level executives
	Preferred	<ul style="list-style-type: none"> - Consulting experience, including internal or external and formal or informal - Facilitating or leading process change - Demonstrated experience managing projects and/or programs that drive the planning and execution of business strategy and business development activities - Demonstrated experience in business analytics to assess and develop strategic solutions for complex business opportunities and programs across a matrixed organization - Broad knowledge of modern health care administration practices and principles within a managed care environment and/or an academic medical center

Licenses & Certifications	Minimum	
	Preferred	

Required Skills, Knowledge, and Abilities	<ul style="list-style-type: none"> • Advanced experience in strategy & planning best practices • Ability to apply the principles of independent logical, analytical thinking to define problems, collect data, establish facts, draw valid conclusions and recommend solutions to complex problems and issues. Balances the big picture while maintaining high attention to detail and quality. • Intermediate skills and experience with Excel, Word and PPT as well as other data visualization and analysis tools • Effectively exchanges information (verbal or written) by sharing ideas, reporting facts and other information, responding to questions and employing active listening techniques to build consensus and facilitate effective decision-making. • Strong business acumen • Experience with executive level presentation development and delivery. Demonstrates confidence when responding to questions. • Ability to operate in high-pressure situations while managing multiple priorities, establishing work flows and meeting necessary deadlines. • Ability to work collaboratively across UW Health entities and disciplines to achieve win-win results. Demonstrated commitment to patient- and family centered care. • Inspires confidence of customers and colleagues through demonstrated integrity of work outputs and professional behavior. • Self-starter with a willingness to try and invent new ideas.
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PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
X	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even	Up to 20#	Up to 10# or requires significant walking or standing, or requires	Negligible or constant push/pull of items of negligible weight

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	though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.		pushing/pulling of arm/leg controls	
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
	List any other physical requirements or bona fide occupational qualifications:	•		

Work/Environmental: Moderate noise level consistent with an office environment

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.