

Singapore – Regional Finance Organisational Change Management Lead

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Dentons is currently recruiting an interim Regional Finance Organisational Change Management Lead to support the implementation of a significant Global Finance Transformation Program.

Responsibilities

Change management

- Collaborating with the regional Finance, IT and Talent Leadership plus regional program and project managers and other key stakeholders to develop the change management objectives;
- Conducting an organizational change impact assessment;
- Developing a best-fit integrated Regional change strategy and plan, and support the development of regional change plans;
- Sharing of the overall program change plan to relevant parties, including the communication of the critical path and dependencies, while working with the Regional Implementation Manager;
- Coordinating regional change team members;
- Building a strong and effective working relationship with the Regional Technical Transition Team and any third parties, as required;
- Implementing a change agent strategy and plan; and managing the change agent network activities;
- Adopt the Global business readiness criteria framework and work with the regional implementation lead and Regional CFO to enhance for region specific requirements
- Develop the business transition plan
- Co-ordinate the regional implementation teams to test the service transition plan and create business cutover plans
- Developing a Sustainability Action Plan for the solution;
- Developing a change management Post-Implementation Assessment Report to assess the success of change;
- Drive adoption and proficiency of changes within the organization in compliance with client's Change Management methodologies;
- Develop change plans, including stakeholder assessment, communications, leadership alignment, organization transition, change readiness, capability transfer, and end-user training;

- Oversee change execution in accordance with project plans, tools, and methods, and support resource planning and acquisition;
- Develop short and long-term goals, KPIs, and objectives, and develop and execute against annual operational plan;
- Lead/facilitate meetings with client to ensure an understanding of the current company culture, and jointly develop a change adoption plan;
- Provide direct support and coaching to front-line managers and supervisors as they help their direct reports through transitions;
- Facilitate change management activities with cross-functional team members, cross functional business colleagues and stakeholders to understand and ensure adoption of the Finance Transformation;
- Together with Global and Regional Communications Manager for the Finance & Talent Transformation Programmes manage communications and views internally;
- Coordinate and support post Go-Live model;

Training

- Developing a best-fit integrated Regional training strategy and plan, and support the development of regional training plans;
- Conducting an organizational training needs analysis
- Adapting the Global training approach and training curriculum for regional requirements;
- Working with the Regional Training and Process Leads to design the training program;
- Delivering the training program; Ensuring that training delivery tools and systems minimise impact to business.

Requirements

- Business international level of English – both written and oral;
- Highly collaborative and able to work in a global environment, accommodating the different time zones. Only team players will be considered;
- Particularly strong written communication skills;
- Particularly strong organizational skills;
- Strong knowledge and experience in Finance/IT practices
- Experience of multinational finance operations;
- Experience of finance transformation programs;
- Significant experience and a proven track record in/as:
 - A PMO Planner in supporting complex global transformation programs including project management, continuous improvement and change management;
 - Experience of Technology, Business Change and Service Transition Project Planning including extensive, demonstrable hands on experience of initiating, building and maintaining/managing complex

- multi-phase and multi-deployment
- Set up, maintain, drive, coach on and embed good planning methodology and governance.
- Program and project management disciplines, and have a desire to ensure successful program delivery in a rapidly changing organization.
- Managing programs through a lifecycle, delivering on time, to budget, and achieving the business case benefits;
- Developing and maintaining program plans.
- Supporting a federated PMO structure in a complex global program
- You will possess:
 - Excellent communications, influencing, and stakeholder management skills;
 - Excellent presentation skills with ability to conduct presentations comfortably to large groups;
 - Experienced user of MS Office suite, including MS Project and MS Teams (advanced level and/or Microsoft certified)
 - Be versed in working across cultures and time-zones;
 - Bring a PMO Planning toolkit and share relevant best practice;
 - Be adept in responding to challenges and issues as they arise;
 - Be able to thrive working under pressure, and be able to multi-task;
 - Extensive experience of working with layers of engagement and approval;
 - Impeccable attention to detail and ability to work with a wide variety of people and projects in a collective and collaborative manner.

Essential qualifications / experience

- Experience of working on international projects
- Experience of working in a professional services firm
- Prince 2 / Agile

Interested applicants please apply with updated resume and expected salary.

We regret that only shortlisted candidates will be notified.

By submitting your application, you consent that Dentons Rodyk & Davidson LLP may collect, use and/or disclose your personal data and/or other information contained in your application for the purpose of processing your application, including without limitation conducting screening and background checks. Where your application contains personal data of third parties, you confirm that you have obtained all

necessary consents to provide us with such personal data and that we may collect, use and/or disclose such personal data in accordance with the Personal Data Protection Act 2012.