

Careers in Leadership & Culture

Leadership:

the behavior of managers, supervisors, and decision makers that influence behavior of employees.

Culture:

pattern of behavior throughout the organization.

Effective leadership produces a culture of reinforcement where leaders and employees bring out the best performance in each other.

Job searches can be time-intensive and stressful, especially if you can't find the position you are looking for. So, we started the process for you! We looked at hundreds of job descriptions listed on popular job sites to find business positions in leadership and culture that align with OBM.

Listed here are common position titles in leadership and culture development. You can start your job hunt by searching for these position titles and determine which job descriptions best meet your skillset and career goals.

LEADERSHIP- & CULTURE-RELATED TITLES:

Leadership/Culture Development

Workplace Culture Coordinator

People and Culture Management

Organizational Leadership Coaching

Organizational Design (OD) and Culture

Listed here are critical skills that businesses look for in leadership and culture development positions.

RECURRING JOB REQUIREMENTS:

Which skills are you competent in?

Which skills do you still need to develop?

- Communicate which leadership behaviors are critical for achieving organizational goals
- Collaborate with leaders to develop aligned goals at each level of management
- Observe leaders during interactions with direct reports and deliver performance feedback
- Analyze and design reinforcement systems used by leadership to promote performance improvements
- Align reinforcement systems with employee values, beliefs, and experiences
- Design procedures for promoting ethical behavior from leaders and front-line employees
- Analyze and assess communication systems between leadership at various levels of the organization and front-line employees
- Deliver and receive performance feedback to other leaders and direct reports
- Human resources certifications, such as PHR/SPHR recommended