

UW HEALTH JOB DESCRIPTION

Corporate Strategy Planning Consultant

Job Code: 300102	FLSA Status: Exempt	Mgt. Approval: BD	Date: 4/2019
Department : Strategy Office		HR Approval: KS	Date: 4/2019

JOB SUMMARY

The Corporate Strategy Planning Consultant is a strategic thinker who possesses a track record of executing with demonstrated analytical, critical thinking and leadership abilities. The position, in partnership with senior leaders, identifies, develops and executes growth strategies, cultivates a strategic and business planning culture, and leads market, business and financial analysis for key strategic decision-making. As a strategic thought leader, the role assists leaders in formulating system and entity-level strategies; assesses joint ventures, strategic partnerships, and market opportunities; conducts market, business and financial analytics; and interfaces cross-functionally with system executives and entity personnel.

The Planning Consultant is responsible for developing, leading and managing high-priority corporate planning initiatives that have a strategic impact for the UW Health enterprise. Consultants will be expected to effectively facilitate and manage decision-making and strategy formulation in group settings involving senior physician and executive leaders within and external to UW Health.

For leadership prioritized planning initiatives, the position will be expected to independently lead planning projects from the early stages of comprehensive data analysis, qualitative research and strategy formulation through facilitation of business plans, creation of financial projections and presentations for executive information and decision-making. For those plans approved, the consultant will ensure ongoing monitoring of key plan assumptions to ensure execution according to plan, successful outcomes and/or documented learnings to be applied to future planning efforts. In addition, this role will serve as an internal consultant on business planning best practices for all levels of leadership within UW Health.

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

- Leads the identification, development and execution of growth strategies. Assesses joint ventures, strategic partnerships, and market opportunities.
- Works independently with senior leadership and subject matter experts across the enterprise to provide unbiased and accurate information, analysis, consultation and recommendations in support of strategic business planning initiatives. Assesses strategic connections, impacts and themes across business opportunities and communicates to leadership
- Assist in providing overall vision, strategy, direction and goals for the Business Planning function.
- Leads initiatives to analyze complex business planning objectives and evaluation of opportunities.
- Develops business plans for opportunities and initiatives where a business strategic opportunity has been identified by 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 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.
- 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 business planning best practices and tools. Works collaboratively with Enterprise Analytics to develop appropriate planning data

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and analytic tools for leaders throughout the organization to access.

- Utilizes query tools to extract and analyze large quantities of data and derive actionable insights into organizational performance and the external environment.
- 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

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	<p>5 years of related experience</p> <p>Specific experience in the following:</p> <ul style="list-style-type: none"> - consulting (internal or external) - group facilitation - project management - strategic, business and / or operational planning - financial analysis and / or budget / pro forma development - new program/service/product planning and development - developing and delivering executive level presentations - compilation of: market research, data management, analysis and/or statistics
	Preferred	<ul style="list-style-type: none"> - 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"> • 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.

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	<ul style="list-style-type: none"> 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. 			
PHYSICAL REQUIREMENTS				
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>				
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 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.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	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.