**Culture Training Lead**

**Don’t just live life….love life!**

Who wants to go to a boring job? At Lifespace, we get paid to create memories for our residents!

We are not limited by our job title. We are one team united by our passion for service with a dash of fun. No matter the stage in your career, this is your opportunity to be empowered to create your own lasting impression.

We would like to introduce the opportunity to lead a culture program for the Lifespace Communities enterprise!  The **Culture Training Lead** will design, implement and train the hospitality focused culture program to community coaches, leadership and team members!  This position will reside in the **West Des Moines, Iowa** home office and will travel to the 12 communities.

The Culture Training Lead works in partnership with leadership to develop, communicate and execute the enterprise culture strategy and initiatives (Living Lifespace) to drive people engagement supporting the Lifespace mission.   This role will orchestrate cultural development and conduct Lifespace training functions including training qualified coaches and team members to sustain the momentum on culture transformation efforts.   The culture training lead will serve as the primary contact for projects and operations for the culture program and ensure achievement of core objectives are progressing using measurable milestones.

**Click Here to Apply:** <https://jobs.ourcareerpages.com/jobapplication/311430?appsource=ccp>

 **A few other details about the role:**

* Customize the culture program and systems for Lifespace Communities, Inc.
* Create new curriculum to enhance the Living Lifespace culture program annually.Update the current systems and program to meet the operational needs of the organization as appropriate.
* Lead the implementation and deployment of the culture strategy and initiatives at the home office and within the communities.
* Ensure compliance of training and system implementation of the culture program throughout the organization.
Define learning objectives and partner with leadership to build content for skill building that will accelerate the adoption of Living Lifespace.
* Actively search, design and implement effective methods to educate, enhance performance and increase productivity.
Plan, develop and roll out training to Living Lifespace coaches and team members utilizing knowledge of the effectiveness of methods such as classroom training, demonstrations, on the job training, meetings, conferences and workshops.
Create, organize and deliver training manuals and other development tools from design to delivery and throughout the lifecycle of the curriculum.
* Work to mentor and develop coaches through the development process including testing and certification.
Foster an open and transparent communication culture to allow for sharing of knowledge, information, news and responsibilities across all Lifespace communities.
* Prepare for training classes (i.e. materials, setup and breakdown classes).
* Work with leadership to integrate activities into the overall strategic plan.
* Comply with applicable federal, state and local laws, rules, and regulations; maintains knowledge of and follows all company policies and procedures.
* Obtain knowledge and demonstrate the principles of Living Lifespace , person directed care and successful aging philosophies and their inherent core values of commitment, respect, compassion, dedication, team work and quality. Team member will support, actively participate and act in accordance with the principles of the Living Lifespace service culture and be familiar with and fluent in the language and service pillars of Living Lifespace.
* Maintain regular and punctual attendance at work and meetings.

 **And here’s what you need to apply:**

* Bachelor’s degree.
* Three to five years corporate systems education and/or hospitality multi-site training required.
* Position requires significant outside travel at times.
* Prior successful experience in design, development in training a culture program preferred.
* Should possess excellent project management, complex problem-solving skills and process skills.
* Must have strong interpersonal skills and ability to establish and maintain credibility with senior leadership and team members.
* Must possess strong business acumen along with solid judgment, relationship management and critical thinking skills.
* Outstanding presentation/facilitation and business writing skills required.
* Advanced computer skills with Microsoft Office.
* Collaborative and strong team player.
* Experience leading a team with matrixed reporting relationships preferred.
* Solid organizational skills including attention to detail and multi-tasking skills.

**Lifespace has enjoyed over 40 years of success and this is just the beginning. With new opportunities, continued growth, and the support from your Lifespace family get ready to ignite your life and experience Living Lifespace.**

**ORGANIZATIONAL OVERVIEW:**
Lifespace Communities, Inc headquartered in West Des Moines, Iowa, is the nation's tenth largest senior living provider of non-profit retirement communities. The organization has annual revenue of over $250 million and employs over 2,800 team members. Lifespace Communities is an Equal Employment Opportunity Employer.

Through more than 40 years of existence, Lifespace has remained true to its founding ideal: to help create exceptional, financially sound communities where people could enjoy a more rewarding and secure retirement. The organization is committed to excellence and innovation in creating communities that celebrate the lives of seniors. Lifespace serves over 5,000 residents.

**The Lifespace Communities are as follows:**

|  |  |
| --- | --- |
| • Abbey Delray - Delray Beach, FL• Beacon Hill - Lombard, IL• Deerfield Retirement Community - Urbandale, IA• Friendship Village Of South Hills - Upper St. Claire, PA• Harbour's Edge - Delray Beach, FL• The Waterford - Juno Beach, FL | • Abbey Delray South - Delray Beach, FL• Claridge Court - Prairie Village, KS• Friendship Village Of Bloomington - Bloomington, MN• Grand Lodge At The Preserve - Lincoln, NE• Oak Trace - Downers Grove, IL• Village On The Green - Longwood, FL |