

Play Position Description: **Coach/Consultant**

Play. Who we are.

Play is a creativity and innovation consulting company. We develop ideas and strategies that drive growth and improve performance for our clients. We look at things differently – bringing unique perspectives, approaches and insights that spark revolutionary thinking and ideas big and small. It's a powerful style of creative problem solving. It's a mindset. It's suspending traditional thought processes in favor of possibilities. Play is about creating better ideas faster and enjoying the process along the way.

Play provides a more creative way for clients to reach their goals, whether they're in need of total reinvention or a nudge to the core business. For some clients, we provide comprehensive Innovation Architecture services, assessing the organization and engineering new ways to work, learn and create. We also lead specific objective-based projects to reignite a brand or uncover new market insights and opportunities.

Play offers the practiced expertise of cultural change agents and organizational development consultants, the experienced intuition of marketers, and the insight of product developers. Play's team, methods and alliances span these areas to produce a rich, diverse resource for creativity and innovation which produces significant return-on-investment for clients and partners. Our home is in Richmond, VA, and we also have outposts in Washington, DC and Mexico City, Mexico.

The Play team offers diverse backgrounds and perspectives from areas such as business strategy, design, organizational behavior, theater, industrial design, fine arts, marketing, and brand management. In all of our work, Play designs engaging and collaborative experiences that capture unlikely connections and produce new ideas.

Location

Based in Richmond, Virginia, with regular travel.

Contact

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Whom we are seeking. The search is on...

PLAY is seeking a creative coach/consultant to help clients address business problems using creativity and innovation. PLAY's coaches provide ongoing support and counsel for client innovation initiatives, including planning, designing, and facilitating engagements and programs. Successful PLAY coaches display strong public speaking and facilitation skills, compelling writing ability, comfort discussing a broad range of business topics, and a keen passion for creativity and innovation. By balancing the irreverent with the responsible, the flexible with the details, and the fun with the strategic, PLAY's coaches leave clients saying, "Wow. I want to work with them again."

Coaches will need to lead and manage client projects by applying a deep understanding and passion for creativity and innovation. At the same time, PLAY coaches are disciplined consultants who bring both strategic and tactical (execution) expertise to all client engagements, all the while ensuring superior client service.

PLAY coaches demonstrate intellectual curiosity and a willingness to contribute to PLAY's knowledge assets and team development. The coach should have a respect for the strong, successful history of PLAY, as well as the values, culture and innovative/creative/fun spirit that define, and are inherent to, PLAY.

The coach will represent PLAY and will focus on growing the business by providing the highest level of client service and contributing to PLAY's content. The right person will understand and embrace the dynamics of working for small business and will have a positive impact on PLAY's culture.

In a past life...

The ideal coach will be a curious, self-directed and skilled professional with relevant business experience and a proven, measurable track record of success. The best candidate will bring a deep understanding of and a strong skill-set in advising client senior management and providing professional consulting services. A background in management consulting, strategy consulting, organizational development consulting, change management, marketing/advertising, communications, or brand management is preferred. In addition, experience leading innovation efforts within organizations is also desired.

Specific experience and skills include:

- Transfer previous experience into a highly effective effort at Play. In other words, bring to the position a developed "tool kit" of relevant skills and competencies. Such a "tool kit" should include some of the following: business strategy, culture and organizational development, strategic thinking and planning, training, branding, marketing, product development, consumer insights, facilitation, client relationship management and project management.
- Meet clients' needs and expectations, provide information and resources to address client inquiries and resolve client concerns.
- Generate new and valuable ideas that result in improved methods and processes. Possesses the ability to challenge established patterns and is innovate until a better way has been found.
- Appreciate and display strong interest in the power of creativity and innovation to positively impact business and organizations.
- Make progress quickly by learning PLAY's foundational content and processes.
- Personally engage, sustain and retain client relationships that advance the PLAY brand.

- Develop new strategies, methods and projects without being directed to do so and show passion and interest in accomplishing goals and exceeding expectations.
- Collaborate with a spirit of willingness to achieve results, taking into consideration all that are affected by both the process and the results.

Chemistry 101

A successful coach will be someone who.....:

- Has a passion for and a philosophical commitment to innovation and creativity.
- Has the ability to see a big-picture viewpoint yet can develop a clear direction and a realistic set of priorities in pursuit of a shared vision.
- Possesses the experience, ability and endurance to hold a strategic vision that moves Play forward.
- Thrives in a fast-paced, deadline-driven atmosphere.
- Can manage multiple projects simultaneously and prioritize effectively.
- Has the emotional intelligence required for internal & external selling and influencing.
- Has the presence and communication skill to lend immediate credibility to Play's work with clients and new business efforts.
- Possesses business intelligence and execution, has proven abilities in driving growth in organizations.
- Has a sense of humor, energy and a great deal of flexibility.
- Uses the power of storytelling to teach and convey information to individuals at all levels.
- Is collaborative and enjoys getting things done with others; a non-hierarchical type of individual.

Desired Competency

- **Strategic thinking:** Has a clear understanding of clients' needs and expectations and takes them into account when developing a strategy.
- **Openness to change and flexibility:** Exhibits a readiness to deal with changing client demands and project scope.
- **Personal impact:** Projects to others through actions and manner a positive impression of personal credibility, professionalism and integrity.
- **Communication:** Demonstrates the ability to clearly communicate thoughts and ideas both verbally and in writing.
- **Teamwork:** Respects the contributions of all team members and values diversity. Collaborates with a spirit of willingness.
- **Organizational influencing:** Develops effective business strategies and interpersonal style to foster alignment toward objectives. Energizes by building relationships and synergies.
- **Achievement / drive:** Constantly focuses on executing clients' objectives and strategies. Demonstrates a sense of urgency, yet remains calm under pressure.
- **Organization:** Understands the need to properly allocate time and resources to ensure maximum productivity. Attends to details and tasks in a timely manner.
- **Personal effectiveness:** Possesses high standards of integrity and confidentiality. Someone who is able to adjust to multiple demands and has the personal desire to achieve challenging objectives with intelligence, analysis, pragmatism, resilience, positive attitude, drive and enthusiasm. Pursues learning and self-development.

Education

An undergraduate degree is required, and an advanced degree/studies in a relevant field (e.g. MBA) will be considered a plus.

Compensation

A competitive compensation package will be provided for exceptional candidates.