

CASE STUDY

Outplacement Support for London Borough

What was the client need?

INTOO were contacted by a London Borough requesting Outplacement support for a small team of senior individuals displaced as a result of an internal restructure. All individuals were 'long service' having had an average of 11 years within the Borough across a range of functional sectors. It was felt that there would be a mix of needs with some individuals looking to secure alternative full-time salaried employment, some considering consultancy and others looking at portfolio careers – mixing paid-work, voluntary work and increased leisure time.

What did INTOO do?

INTOO provided 1:1 outplacement support and career advice to the 9 individuals affected by the changes – each of whom had very different needs and requirements. Following a discussion to determine these needs, a carefully selected INTOO coach was assigned in order that the support could start.

As had been communicated, individuals opted to pursue a range of alternate career, with INTOO supporting people into roles within other London Boroughs, Central Government (MoJ and HMRC), as well as roles within the Private and Third sectors. Two individuals joined forces to set up a Public Sector HR services business whilst another embarked on a career as an Interim manager.

What was the outcome?

This was a successful assignment involving a variety of positive outcomes. As before the feedback indicated that the most positive and beneficial element of the support lay in the discussion that individuals had with their designated coach with one individual commenting '.... the trust and rapport I built up with my coach really helped me challenge my thinking. Knowing that I had someone whom I could rely upon for sensible, pragmatic advice was essential and very much valued.....'

Given that the changes had been well-trailed within the Borough and came at the end of a lengthy change process, our client asked us to commence service with these individuals 3-4 months prior to their eventual departure date. This allowed individuals to remain focussed on completing the handovers whilst at the same time reflecting upon their next career choice – all of which was achieved to the satisfaction of the HR team.



What Our Clients Say

Jerry – Local Government Director

"The redundancy was in no-way a surprise for me as I'd been party to my own demise – helping transfer my responsibilities elsewhere within the organisation! I have enjoyed a long and productive career within the Public Sector and (approaching 60) knew that I did not want to go back into full-time employment. INTOO helped me review my options – I had more than I had initially anticipated – and then put in place clear plans to turn these thoughts into reality".

Val – HR & People Partner

"I'd used outplacement before and really wanted a service that put two people together in a coaching environment. We have access to online resources within the council and these help to an extent with job-search, however I wanted our people to use this information in conjunction with in-depth career-coaching. INTOO didn't disappoint".

