

CASE STUDY

Outplacement Support for a Global Personalised Nutrition Organisation

What was the client need?

Our first conversation began with this client around the need for outplacement support for two members from their UK team. As we discussed this service and how we would look to support the two impacted team members the client need drastically changed from support for 2 people to a significant downsizing of the business that would impact around 70 people, across multiple geographies. And the support was now urgent, we would need to be in a position to engage within a 7 day window.

What did INTOO do?

INTOO totally changed the proposed service and approach to reflect the increased size of populations and the various levels of staff within that demographic and the new challenge of multiple geographies being impacted – we offered a tech lead approach giving each impacted individual access to a career transition coach (a like for like service at the same fixed cost was offered across geographies, led by a single point of contact out of the UK) – this approach allowed us to rapidly mobilise and make contact with all impacted staff within 24 hours of notification from the client. To support the HR team we also ran online awareness sessions for all employees to anonymously attend during the first 3 weeks of the notification date.

What was the outcome?

We took much of the administrative process of setting up and explaining the support service on offer away from the client HR team, allowing them to focus on business critical issues and giving us direct access to the impacted population. This allowed us to focus on a positive uptake of services of around 80%.

For the candidates, they were given access to a high-tech AI driven platform to support them through their transition periods whilst still having unlimited access to our world class coaching team for the duration of their service.



Sophie – Product Designer

“I can not thank the INTOO team enough and my coach that was matched to me was absolutely brilliant in putting my mind at ease and guiding me through this difficult time.

My Coach provided me with expert advice and guidance on all aspects for my next career move

I managed to secure a role quickly and I am very grateful for my Coach's support“

