

## CASE STUDY

# Outplacement Support for a Major International Food Manufacturing Organisation

### What was the client need?

INTOO has worked in close partnership with one of the world's leading food manufacturers to support them through a prolonged period of significant organisational change as it sought to centralise many of its operational functions. INTOO were asked to deliver a range of outplacement / career transition support, many of whom had long service. As a major employer, the client wanted to ensure that, as far as possible, employees who would be leaving were supported with regard to future career moves.

### What did INTOO do?

INTOO successfully delivered outplacement support to 120 employees in multiple geographies. Central to the success of the project was the focus on quality, the tailoring of services to meet the needs of each individual eligible for support and strong global project management, including regular review meetings and the fluidity to address changing timelines.

Provision of online career-portals, app-enabled, to further enhance accessibility, were provided in order to address the varying learning styles through which individuals accessed information.

### What was the outcome?

Feedback from participants in the outplacement programme showed that 97% felt more confident in respect of their future career options. The majority of displaced individuals had secured new employment within their chosen field shortly after leaving their previous employer and were able to transition from one employer to another quickly and efficiently. A small number of individuals transitioned into retirement and others started a range of small businesses.

The Client reflected on the transformation programme and concludes "As with all complex business transformations, not everyone can be pleased, but overall the feedback has been extremely positive with some truly lovely and rewarding comments.

On a personal level this is fantastic. The wonderful comments we have received are a superb endorsement of INTOO's approach and all those involved in implementing it."



## David – Back Office Support

*"I was notified my role was being made redundant, which came as a huge blow to my confidence, many emotions flooded me. I was informed that INTOO would support me through this transition, to which I received excellent support and service.*

*My initial consultation immediately put my mind at ease a little and was assigned a coach that suited me perfectly, who was top notch and had a transformative impact on my job hunt and self confidence.!"*

