

2024 WRAPPED

INTOO Services – What did we do in 2024?

1



Outplacement &
Career Transition

2



Executive
Coaching

3



Career
Development

4



Leadership

5



Change

What were the aims for our Outplacement & Career Transition clients?



By far the majority wanted to jump back into organisational life...

We helped **79%** of our clients find a **new role** in a **new organisation**.



11%

opted for a portfolio career

Including part time-work, voluntary and in a few rare cases full retirement.

So what about the other 21%?



10%

went into self-employment

Comprising franchisees, interims, consultants, those who turned a hobby into a career or started down a completely new and exciting track.

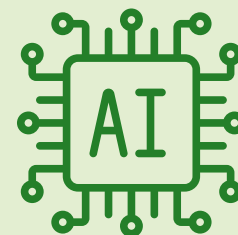
What has driven our clients career choices?



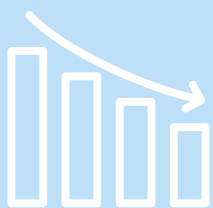
41%

of people highlighted improving **personal wellbeing** as a major consideration when looking for a new role.

Worries regarding **AI** and how it may impact future roles was a growing concern for many... with numerous individuals feeling that they lacked skills to successfully integrate this technology within their future roles.



The good news – over **59%** of our clients found roles at a higher salary package than the one that they had previously vacated.



29%

of people stated that work had become '**less important to them**' over the last 5 years.



Job hunters were looking for **ongoing skills development** as a way of future-proofing their careers... and wanted this to be bespoke to their needs as opposed to more generic training.

So what were our clients top coaching themes?

Promotion and First 90 Days

Understanding what is expected, asking the 'right' questions and understanding who the key stakeholders are – and what matters to them – helps those in new roles hit the road running and make immediate impact.



Managing Work Relationships

A perennial favourite and whether that meant 'managing up', dealing with difficult people, getting your voice heard or simply binding a team together in pursuit of broader objectives coaches help here is always needed.



Career Development

It's all about me right? No, it's all about you and how you see your career developing. Whether seeking out an elusive promotion, changing direction or upskilling to move into a preferred area, our INTOO coaches worked with individuals to formulate, plan and execute a clear career strategy.



Parental Coaching

With so many talented people dropping out of the workplace after welcoming a little person into the family, our INTOO coaches were focussed on helping new mums, dads and adoptive parents effectively manage their careers during this challenging period, helping our corporate sponsors with retention of key people.



Resilience

In an ever changing world, our coaches were called upon to help people manage hectic work schedules and focus on core priorities, balancing conflicting agenda items and dealing with ambiguous and changing targets.



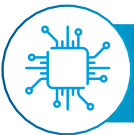
Strategy planning

As senior leaders, having a coach to prompt thinking, challenge and push was invaluable. Across organisational, divisional and personal levels a coach acts as a sounding board, facilitating your thinking in respect of the options available.



Managing Diverse Teams, Managing Different Generations in the Workplace and Remote Leadership all featured extensively also!

...and our sectors?



Technology



Finance



Manufacturing



Insurance



Creative Industries



Professional Services



Retail



Transport



Universities

...in fact INTOO supported clients from over **59** different sectors in 2024!



All across the globe

INTOO supported clients from **67** different countries in 2024

For more information on how INTOO can benefit you and your organisation please get in touch with a member of our expert friendly team on **0808 164 2220** or visit intoo.com/uk