

CASE STUDY

Outplacement Support for a Major Retailer

What was the client need?

Facing significant organisational changes, a major retailer recognised the need to support their employees through job role transitions. Key requirements included maintaining staff morale during these changes, ensuring swift reemployment, and achieving better career outcomes for affected employees. 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 crafted a tailored outplacement programme designed to meet the unique needs of the retailer's workforce. Our approach centred on personalised career coaching, skills enhancement workshops, and access to a vast network of industry opportunities. We provided:

Personalised Career Coaching: Tailored sessions focusing on individual strengths, career aspirations, and market trends.

Skills Workshops: Practical workshops designed to enhance employability through CV writing, interview technique refinement, Online and AI support together with networking strategies.

What was the outcome?

The collaboration yielded impressive results:

Faster Transitions: Employees transitioned swiftly into new roles, with some securing positions offering higher salaries than their previous ones.

Maintained Morale: By prioritising employees' emotional and professional well-being, morale remained high throughout the transition period.

Client Satisfaction: The retailer expressed immense satisfaction with INTOO's service, acknowledging the smooth, seamless transition facilitated by our tailored support.

"The support from INTOO was invaluable during our transition phase. Not only did our team find roles quickly, but they also felt more confident and optimistic about their futures." - HR Director, Major Retailer.



David – Buying Manager

"INTOO's outplacement support was a game changer for me. It helped me regain confidence and secure a new role quickly."

"My coach was incredibly supportive and put me at ease every step of the way. I felt guided and encouraged throughout the entire process!"

