

## CASE STUDY

# Outplacement Support for a Large Energy Organisation

### What was the client need?

The energy sector is highly dynamic, and the organisation needed to adapt to market changes swiftly. This required workforce adjustments that impacted a significant number of employees. The HR managers was tasked with managing the transition while maintaining morale and organisational reputation. The HR team turned to INTOO's outplacement services to manage this sensitive process but also align with their corporate values of integrity and responsibility.

### What did INTOO do?

INTOO customised an outplacement programme tailored to the organisation's specific needs. Our approach included:

#### 1. Personalised 1-1 Career Coaching

Each affected employee received one-on-one coaching with our experienced career experts. This personalised attention helped individuals identify their strengths, redefine their career paths, and approach the job market with confidence.

#### 2. Comprehensive Online Resources

Our dynamic INTOO4You career transition platform offered a wealth of resources, including over 500 eLearning modules, skills development modules, webinars, and goal setting that provides support to employees throughout their transition. These resources were accessible anytime, fitting seamlessly into the schedules of transitioning employees.

#### 3. Employer Branding Support

To protect and enhance the company's reputation, INTOO worked closely with HR managers to ensure the organisation maintained a positive image throughout the transition period.

#### 4. Ongoing Support

Recognising that career transitions can take time, INTOO provided continuous support, ensuring that no employee felt left behind after the initial phase.

### What was the outcome?

The outcome was overwhelmingly positive, both for the employees and the organisation. Feedback from the HR department highlighted the effectiveness of INTOO's support in achieving a smooth transition.

"INTOO helped us manage a challenging situation with professionalism and care. Their tailored approach ensured our employees felt supported throughout their transition," noted the Head of HR.

Key benefits realised included:

**High Employee Satisfaction:** Surveys showed a marked increase in employee satisfaction with the transition process.

**Improved Reemployment Rates:** Over 85% of affected employees secured new roles within three months.

**Positive Company Image:** The organisation successfully navigated the restructuring while maintaining its reputation as a responsible employer.



## Suzanne – Energy Analyst

*"INTOO's outplacement support was exceptional during my career transition."*

*"The personalised coaching not only helped me regain confidence but also equipped me with the tools I needed to secure a new role quickly."*

*"My coach made the whole process feel reassuring and seamless, ensuring I felt supported every step of the way."*

*"Highly recommend INTOO for anyone navigating career transitions!"*

