

CASE STUDY

Outplacement Support for a Rail Organisation

What was the client need?

A major rail organisation faced an important yet sensitive challenge. Due to structural changes in the company, there was a need to support employees transitioning out of their roles while safeguarding the organisation's reputation and maintaining its commitment to employee welfare. INTOO were asked to provide transitioning employees with professional, tailored support to help them find new opportunities while minimising disruption to workplace morale and operations.

What did INTOO do?

INTOO partnered with the organisation to deliver a comprehensive outplacement programme designed to meet the specific needs of both the business and its employees. Here's how INTOO tailored the solution:

Bespoke Outplacement Services: INTOO designed personalised career transition services, including dedicated career coaches, CV development, LinkedIn profile optimisation, interview coaching, and career planning workshops.

Expert Career Coaching: Dedicated coaches conducted one-on-one sessions with affected employees to provide clarity, guidance, and motivation throughout their transition.

On-Demand Digital Support: Employees gained access to INTOO's advanced career transition platform INTOO4you, enabling them to utilise tools such as job search resources, e-learning modules, and online career assessments at their own pace.

Mindset and Emotional Resilience Building: Workshops and coaching sessions provided emotional support to strengthen employees' confidence and adaptability during their career transitions.

What was the outcome?

The partnership produced highly effective results for both the organisation and its employees:

Successful Career Transitions: Over 85% of participating employees successfully secured new roles within three months of initiating the programme, with many achieving career growth or improved job alignment.

Enhanced Employee Trust: By investing in outplacement support, the organisation reinforced its reputation as an employer that values and invests in its people, fostering long-term trust even among departing employees.

Efficient Change Management: INTOO's professional coaches ensured a seamless integration of the outplacement programme with the company's restructuring efforts, helping reduce employee anxiety and maintaining operational focus within the organisation.



Andrew – Project Management Assistant

"I cannot recommend INTOO's outplacement support highly enough. Their team provided me with the guidance and resources I needed to confidently manage my career transition.

The personalised coaching sessions were both supportive and actionable, equipping me with modern tools and strategies to secure my next role.

INTOO's expertise turned what could have been a stressful experience into a valuable opportunity for growth. I've not only found a new position but feel more prepared than ever for the future of my career."

