

CASE STUDY

Outplacement Support for a Legal Firm

What was the client need?

The legal firm, operating across commercial and litigation practices, encountered significant market pressures requiring immediate workforce restructuring. The challenge extended beyond simple redundancies—the firm needed to preserve relationships with departing solicitors, barristers, and support staff who possessed substantial client knowledge and industry connections.

INTOO were asked to deliver a range of comprehensive outplacement support to an on-site workforce. The Client wanted to ensure that, as far as possible, employees who were impacted by redundancy were supported with regard to future career moves. The partnership also ensured minimal disruption to remaining operations whilst maintaining the firm's reputation within the legal community.

What did INTOO do?

INTOO delivered a range of career coaching programmes including:

- One-to-one career coaching sessions focusing on transferable skills
- Offered flexible coaching schedules accommodating court appearances and client commitments
- Provided guidance on transitioning to alternative sectors (compliance, regulatory, in-house)
- Delivered workshops on personal branding and business development
- Supported entrepreneurial ventures for those establishing independent practices

This support extended over a 3-6 month period, thereby allowing individuals the opportunity to build a 'trusted friend' relationship with the coach – an individual who became a familiar face.

Provision of online career-portal INTOO4You 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 95% 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 independent practises.

The Client reported that the level of support provided to their departing colleagues was exemplary, ensuring they felt valued throughout the process. Most importantly, INTOO helped preserve the professional relationships that are so crucial in the industry. Several of their former partners now refer work to them from their new positions — a testament to how professionally the entire process was managed.



Mr. Fisher - Solicitor

"INTOO's outplacement programme turned what could have been a daunting transition into an empowering experience."

"The tailored coaching, actionable resources, and unwavering support not only boosted my confidence but also helped me secure my next role faster than I imagined."

"I'm truly grateful for their guidance during this pivotal moment in my career."

