



CASE STUDY

COMPASSIONATE DOWNSIZING

CLIENT:

A publicly-traded, Colorado-based company and leading provider of commercial high-resolution earth observation and advanced geospatial solutions.

SOLUTION AND RESULTS:

During a reorganization of the company, approximately 100 employees were impacted from five locations in Colorado, California and Virginia. ICC coordinated onsite support in each location, providing nine career coaches to be available with the notifying manager and human resources representative on the day of notification. Due to the highly skilled population of impacted employees, ICC actively facilitated outreach and sent candidate resumes, on behalf of the employees, to more than six companies and multiple recruiting firms that were actively hiring individuals with specialized clearance and experience. More than 80 percent of the impacted employees took advantage of the outplacement services. ICC continues to provide career transition services to all departing employees from this organization since the original project in 2015.

"I wanted to say personally, what a pleasure it is working with [my ICC coach]! We have met twice so far. He brings a wealth of personal and work experiences; knows what it is like going thru this stage of life. He offers valuable career guidance and suggestions that I never thought possible. I am truly impressed on how your company operates, as I had a bad experience with a previous outplacement firm in the past. You do provide an exceptional service helping others in career transition."

—Departed Employee, Broomfield, Colorado

"I'm glad her [departed employee] experience is just what we hoped it would be by making the change to ICC. Thanks for all you and your team are doing to help our impacted folks."

—Senior Director, Human Resources Business Partner, Loveland, Colorado

