

COMPASSIONATE DOWNSIZING

CLIENT:

A leading, non-profit pediatric hospital in Colorado affiliated with the University Of Colorado School Of Medicine.

SOLUTION AND RESULTS:

Since 2011, ICC has supported this organization with compassionate downsizing. Specifically, changes in top executive leadership and a new focus on different clinical areas of care meant reorganization in several areas. Because the organization is so strongly mission-driven, leaders understand the serious need to care for impacted employees as they care for the children the hospital serves. The human resources team consistently relies on ICC as its outplacement provider to serve impacted employees with individualized career transition support that aligns with their own culture of care.

"[ICC coach] is an expert at navigating the chaotic and sometimes intimidating waters of establishing a new career. She responded well to all the issues I had and kept me moving forward. She was able to help me formulate the big picture of what I was really looking for, so that when the right job came up, I knew it. Her script suggestions for phone messages, interviews and follow up communication virtually got me my new position out of a very competitive group of applicants. She is the best, hands down!"

—Departed Employee, Aurora, Colorado

"I have had the privilege of working with ICC for many years now. Our company culture is that of a caring community, ICC is aligned with our cultural values. The personal and customized approach that they use with each of the employees that they support, makes them one of our most valued partners. Their ability to empathize with our employees and almost instantly create relationships with them is one of the competencies that set ICC apart from the rest. ICC's humanistic approach to career transition is a breath of fresh air. I look forward to working with ICC for many more years to come."

—HR Manager/HRBP, Aurora Colorado