



## **Large Commercial Real Estate Firm Acquisition Utilizes IMPACT Group's Outplacement Firm to Ensure Safe Landing for Employees**

### **Introduction**

Beginning in the early 2007, a large commercial real estate firm, owner and operator of primarily Class A office buildings in multiple markets across the country was acquired by a premier global private equity firm. The real estate firm utilized its long-standing relationship with IMPACT Group to provide both e-delivery and office delivery outplacement services to approximately 500 employees ranging from senior level executives to administrative assistants.

### **Customized Services with IMPACT**

As the company consolidated markets, IMPACT Group served as a partner to manage the workforce turnover. IMPACT Group provided multiple levels of services to meet the unique needs of each individual affected by the acquisition. Employees were offered the choice between various levels of e-delivery services or office delivery services. All services included one-on-one personal career coaching, access to CareerStar until landing, resume creation, access to online Web casts and job search coaching.

### **Results with IMPACT**

By proactively supporting the employees affected by the acquisition, within 6 months, IMPACT Group surveys reported that 80% of the employees found new employment, 4% started own businesses; 2% were redeployed with Equity; 2% went back to school and 2% retired. Approximately 95% of the employees chose to use an e-delivery (home based) program. The 5% who used office-based programs were senior level executives. Employee feedback has been so positive from IMPACT Group services that the overall end of service evaluations rated 4.0 out of a 5.0 scale.