

# CASE STUDY



## Office Consolidation - Protecting People & Performance

### Client Context

- 300 employees across two sites
- 85 key people impacted by closure
- 25-mile relocation
- Strategic cost & efficiency driver
- High people risk if unmanaged

### The Challenge

- Loss of key talent
- Productivity drop during transition
- Increased absence & disengagement
- Employee relations issues
- Delays to delivery & benefits realisation

### Our Journey Enabled

- Fast, structured impact assessment
- Clear view of readiness & risk exposure
- Targeted, actionable change plan
- Leadership alignment & clarity
- Embedded into existing delivery tools

### Benefits for People

- Understand reason for relocation
- Transparent communication
- Reduced anxiety and uncertainty
- Improved wellbeing and resilience
- Managers equipped with skills

### Benefits for Business

- Retained critical talent & engagement
- Maintained productivity levels
- Reduced absence & disruption
- Delivered change with confidence
- Estimated savings: £900K–£2.1M+

### Critical Success Factors

- People-first approach
- End-to-end visibility
- Strong governance
- Clear communication
- Engagement & measurable outcome

## Conservative (hard) savings: £900K to £2.1M

By putting people at the heart of this consolidation, Our Journey protected up to £2.1M in value while ensuring the business delivered change without losing talent, productivity, or momentum.

### Baseline Risks

Attrition, absence  
disengagement,  
delivery delays

### Attrition Avoided

£690K to £1.4M

### ER Risk Avoided

£75K to £300K

### Programme Efficiency

£140K to £420K

### Total Value\*

£900K to £2.1M+