IP BEST PRACTICES

Meaningful Offboarding

A best practice shared by Gerrit Brouwer.

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Meaningful Offboarding

Employee offboarding shapes culture, knowledge and connection — connect the value of offboarding to activate your organisation's culture.

Key steps

Gather personal experiences and apply the 6 C's to unlock the talent-in-motion framework: Closure (I leave without loose ends), Contribution (my work mattered), Continuity (I understand what this place stood for), Community (I still belong — just differently), Continuation (I'm ready for what's next), Check-forward (my story continues — and you're part of it).

See how recognition shapes alumni relationships, and design your own meaningful offboarding as a cultural moment.

The outcome: offboarding is not the end of a contract, it's the last expression of your culture. Exit becomes continuity — people don't disappear, they move.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



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