

Leading Talent

Case Study – EUC & Windows 10 End of Support Transformation

Windows 10 end of support is not a refresh project.

It is a compliance and cyber risk.

With Microsoft ending mainstream support for Windows 10 in October 2025, every unpatched endpoint becomes a liability. For regulated enterprises, this is a compliance event — not an upgrade cycle. Managed poorly, it triggers audit findings, cyber incidents, and operational disruption.

Case Study: End of Support, Not End of Control – Enterprise Windows Transformation at Scale

Client Situation

A leading FTSE-listed enterprise with a 45,000-endpoint estate engaged Leading Talent following an internal audit that exposed significant compliance gaps – with fewer than 18 months to the October 2025 end-of-support deadline.

The data estate had grown organically: devices across dozens of business units and regions, a mix of managed and unmanaged endpoints, legacy hardware running non-standard images, and application compatibility gaps blocking Windows 11 readiness. Ingestion of device data into management tooling was inconsistent, lineage poor, and pipelines brittle.

With limited governance and stewardship, there was no consistent programme owner, no board-level risk visibility, and no systematic way to enforce quality and compliance standards across the estate. Downstream, these gaps created material business risk: audit exposure, Cyber Essentials non-compliance, and a growing backlog of unpatched vulnerabilities.

The Ask

Design and deliver a fully governed Windows 11 migration programme across a 45,000-endpoint estate – eliminating end-of-support risk, restoring Cyber Essentials Plus compliance, and maintaining BAU continuity throughout.

Leading Talent provided end-to-end programme delivery across six structured phases

What did we do?

01

Discovery & Estate Audit A structured assessment of the full 45,000-endpoint estate: hardware scoring, OS/patch version breakdown, MDM coverage gaps, and compliance posture. Delivered within 3 weeks, creating a shared understanding of current state and prioritised remediation backlog.

02

Application Compatibility Review Automated compatibility scan plus manual Tier-1 application review. Remediation backlog of 847 applications scoped, vendor-triaged, and sequenced for minimal business disruption.

03

Image & Policy Design Windows 11 baseline build with Intune/Autopilot deployment configuration, BIOS standardisation, and CIS benchmark hardening — aligned to Cyber Essentials Plus requirements.

04

Phased Migration Waves Risk-stratified wave planning: pilot cohort → department waves → remote/VIP users. Full rollback capability maintained at every stage. 99.6% first-time success rate achieved.

05

Programme Governance Weekly SteerCo cadence, RAG dashboards, issue/risk log, and board-ready compliance reporting from week one — giving leadership full visibility throughout delivery.

06

Hypercare & Handover Four-week hypercare period post-wave completion. Full runbook and knowledge-transfer pack delivered to the in-house team, enabling sustainable ongoing management.

Outcomes Delivered

45,000

Endpoints Migrated

Full estate moved to Windows 11, 6 weeks ahead of the October 2025 deadline.

100%

MDM Coverage

Intune-managed estate up from 61% to 100% – full device compliance achieved.

847

Apps Remediated

Full application compatibility resolved; 12 required bespoke remediation builds.

£2.1M

Licence Cost Avoided

Extended support costs eliminated through on-time delivery and phased wave planning.

99.6%

First-Time Success Rate

Migration waves achieved near-perfect delivery with zero unplanned service outages.

CE+

Compliance Retained

Cyber Essentials Plus certification maintained throughout migration without lapse.

Why Leading Talent



Programme-level EUC delivery

We operate at programme scale — not desktop engineering. Every engagement includes governance, risk management and board-level reporting.

Proven at 10K–270K endpoint scale

Our credentials span many large organisations ranging from 10,000 to 270,000 users/endpoints.

Deep Microsoft expertise

Intune, Autopilot, Azure Virtual Desktop, Entra ID, SCCM/ConfigMgr. We know the full modern device management stack.

Accredited & certified

CCS G-Cloud framework accredited • Cyber Essentials certified supplier
• ISO 27001 aligned delivery practices.

Embedded delivery model

We work alongside your team — not around it. Knowledge transfer is built into every phase, not bolted on at the end.

Client Track Record

Consultancy

270,000 users • 150 countries

Global Workplace Transformation — cloud management, standardisation, global reach.

Oil & Gas

140,000+ endpoints • 78 countries

Endpoint Refresh Programme — infrastructure modernisation, security, process efficiency.

Global Bank

60,000 endpoints • 50+ EMEA countries

EMEA Workplace Programme — compliance, cost reduction, large-scale migration.

Multi-National Technology Company

12,000 users • 78 countries

Global Digital Programme — agile working, remote access, enhanced productivity.

UK Government Regulator

1,000 remote users

Remote Workforce Initiative — EUC modernisation, secure infrastructure, business continuity.

At Leading Talent, we don't just provide solutions, we lead the way

With deep industry knowledge and a commitment to innovation, we offer strategic guidance and hands-on support to help businesses navigate complex challenges. Our team of experts works closely with clients to develop customised solutions that align with their goals, ensuring sustainable success and measurable impact.



Digital IT & Business Transformation



Project Management



Technical & Solution Architecture



Data and Analytics



Business Application Implementations



OS Deployment & System Migration



Digital Supply Chain



Business Continuity & Emergency Planning



Cybersecurity

