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## Starting a Business? Don't Ignore the Fundamentals.

Have you recently launched a new business? Don't wait until there is an issue before you focus on the HR Fundamentals. And no, I am not talking about outsourcing payroll, generating offer letters, and putting in HR policies. While these are definitely on the "To Do" list, there are also much more strategic items that should be on the CEO's To Do list.

Start-up teams are so busy and so focused on getting those investment dollars and securing that first client, that the HR "To Do" lists can seem invisible until... boom! There is an issue...

The leadership team is confused as to who owns what. Roles may be overlapping and/or confusing, especially as a team grows from one to 10 to 30 and beyond.

The team dynamic is a bit off. Who is supposed to do what? Who gets to make what decisions? How does the team handle it when there are differences of opinion? How do we decide what we want our HR practices to be and who makes the decision? Who "owns" HR if we don't have a dedicated HR person?

How are we going to manage employee performance? Will we roll out a formal performance management process? If so, when? Will we reward those who achieve higher performance ratings or does everybody get the same? Who is going to design and own this?

So, in a nutshell, it is important to focus on three key areas as your business and your employee base grows: **organization structure and role clarity**, **leadership team dynamics**, and **HR fundamentals**, which include performance management.

Don't let your business get derailed along its road to growth. Focus on these key areas early and adjust accordingly as your organization continues to grow.

Call us. We can help.



919-270-5721 | [www.kcchr.com](http://www.kcchr.com) | [kim.conklin@kcchr.com](mailto:kim.conklin@kcchr.com)

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