IS YOUR BUSINESS OUTGROWING ITS SYSTEMS?

Growth should not mean everything lands with you.

Responsibilities overlap and work gets missed.

Managers need clearer authority and expectations.

Important knowledge lives in one person’s head.

New hires get different instructions from different people.

We help turn informal ways of working into a structure your team can use.

PEOPLE
SOLUTIONS
PROGRESS

NICHOLSON HR

STRATEGIC PEOPLE SOLUTIONS
FOR A STRONGER TOMORROW

START WITH A CONVERSATION

What keeps coming back to you?

A 20-minute introductory call helps us identify whether a focused Business Structure Review would be useful.

Nicholson HR

sales@nicholsonhr.com

www.nicholsonhr.com

Connecticut
Serving New England and remote teams

STRUCTURE FOR GROWING BUSINESSES

Conquer the chaos. Build for growth.

Clear roles.
Practical processes.
A business that runs with greater confidence.

NICHOLSON HR

Practical HR and organizational support

01 CLARIFY THE ORGANIZATION

Give everyone a clear place and purpose.

Roles and responsibilities

Define what each role owns, where responsibilities overlap, and what success looks like.

Reporting and decisions

Clarify reporting relationships, decision authority, and when an issue needs escalation.

Workforce planning

Assess the roles and management capacity your next stage needs before adding headcount.

The result: clearer accountability and less reliance on the owner.

02 MAKE WORK CONSISTENT

Build processes people can actually follow.

Processes and procedures

Document priority workflows, handoffs, and ownership so work is easier to repeat.

People foundations

Create practical hiring, onboarding, performance, and employee-policy processes.

Manager expectations

Equip managers with guidance for delegation, feedback, and difficult conversations.

The result: fewer missed handoffs and more consistent management.

03 PUT THE PLAN TO WORK

Start with a Business Structure Review.

Understand the business

Review current roles, reporting lines, and priority processes with the owner and key leaders.

Agree on the priorities

Identify gaps and deliver a practical 90-day action plan with owners and next steps.

Build and implement

Choose a defined implementation project or ongoing fractional support to put the plan into practice.

Scope, timing, deliverables, and fees are agreed before work begins.