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HAMILTON BRADSHAW
Investing in people with passion

Should I take on a senior team to help me manage?



James Caan

■ James Caan's *The Business Class* airs
on CNBC at 10pm next Monday

Dear James,
I RUN a small business. Productivity
is good and I'm happy with the
numbers. Should I think about
employing a management team to
ease my workload?
Amy

MANY business owners worry about
hiring more senior people as they
think it could affect the culture of the
business. You need to ask yourself if
you want to continue running a
boutique business or whether you
want to scale up. If it is the latter, I
would suggest a senior management
team is extremely important.

However, you shouldn't be looking
at employing senior management
just to ease your workload – you
should be looking from a strategic
point of view.

If you are looking to continue as
you are, why not look at hiring an
executive assistant?

Or you could think about finding
non-executive directors in the areas
that you feel need more work. This
would normally be someone with
many years' experience in a specific
role and industry. They will be
able to take a look at the business
from a third-party point of view and
suggest what you can do to improve
the business.

The other option is to find a mentor
who you can use as a sounding board
for new ideas or challenges you face.