



#1 **GROUNDBREAKER** STAGE

*Bold. Resourceful.
Getting things done.*



#2 **PATHFINDER** STAGE

*Finding your footing, building
your path to success.*



#3 **CHALLENGER** STAGE

*Expanding, competing, and
scaling with ambition.*



#4 **TRAILBLAZER** STAGE

*Leading the market with strategy,
strength, and resilience.*



#5 **VISIONARY** STAGE

*Shaping the industry,
unstoppable and future-proof.*

PERSONAL GROWTH

You handle everything - discovering your strengths, weaknesses, passions, and setting foundational benchmarks for your business.

Leading with support and delegating wisely. You're defining your intent, shaping your brand, setting goals and making it happen.

Driving business development and priorities. You're focusing on key clients, empowering your team, and freeing more time to work on the business.

Guiding a high-performance culture and leading with foresight. Your focus is efficiency and effectiveness and protecting key relationships.

Innovating, making strategic, data-led decisions that drive value. You are shaping the market and considering your own role in the business.

CLIENT FOCUS

Filling jobs - fast.
Delivering the process well.
Building traction.

Working your niche.
Staying close to clients.
Building credibility.

Being assertive & proactive.
Know what drives demand.
Prioritising opportunities.

Leveraging high trust.
Strengthening loyalty.
Replicating successful blueprints.

Flexing your solutions.
Preferred Supplier or Master Vendor.
Winning large contracts.

CONTRACTOR FOCUS

Owning the contractor experience.
Formalise everything.

Building strong relationships.
Leverage their insight & connections.

Focusing on retention.
Be their trusted expert.

Delivering personalised experiences.
Turn them into advocates.

Ensuring quality at every touch point.
Maintain engagement and trust.

EMPLOYEE JOURNEY

You are on your own.
You've got this!

Making your first hire.
Support to achieve your goals.

Expanding your team.
Empowering potential leaders.

Building out operational teams.
Devolved decisions & succession planning.

Big company talent management.
Board members & investors to please.

FINANCIAL JOURNEY

Making money - viable contractor operations.

Improving cash flow and margins.

Scaling while maintaining quality and margin.

Reduce dependency risk, and strengthen profitability.

Investing in innovation and ensuring long-term sustainability.

FUNDING REQUIREMENTS

Cash reserves may be tight. Focus on collecting your cash quickly. Consider 100% Invoice Funding with weekly margin payouts.

You have larger clients with longer payment terms. Financial flexibility becomes key. Consider outsourcing to free everything up.

Contractor payroll and operational costs grow. Cash is king to support expansion. Consider uncapped, multi-currency funders to grow without limits.

As your retained profits and cash reserves grow, your funding requirements may change. Explore options that align with your business stage and goals.

You can leverage assets and a strong balance sheet. Your risk appetite will shift. Consider commercial finance or investors.

SYSTEMS & OPERATIONS

Starting up as you mean to go on. Replacing spreadsheets with systems. Setting the benchmark for key processes.

Integrating systems and software. Maximising the use of automation. Setting operational standards for your team.

Adopting new tools to aid performance. Ensuring data capture & compliance. Working with suppliers that fuel your growth.

Reviewing your tech stack closely. Driving ROI, efficiency & profitability. Managing evolving requirements always.

Challenging your technology providers. Trialling new technologies. Modelling continuous improvement.



TOP TIPS

Working Contract and Perm together opens more doors and is an income leveller.

Go faster with the right partners. Outsource back-office tasks to free up your time.

Make all business areas robust. It's the best platform for growth.

Make innovation your top priority to stay ahead of competitors.

Remember why you got in the game. What is your ultimate goal.



DIVE INTO THE 5 STAGES WITH OUR FULL GUIDE

Including more on KPIs, evolution triggers, and assessment questions to help identify where you are today and fast-track your growth.

DOWNLOAD TODAY