

Are You Suffering From Growing



Too Quickly?

Leslie Liondas, CPA

Stop and think, why? Why did you start your business?

Did you start your accounting, bookkeeping or tax practice because?

- You just loved making numbers balance?
- You wanted to help businesses grow by making sure their numbers were correct?
- You love doing tax returns and helping people with their taxes?
- You loved a good bank reconciliation and getting to that zero?
- You love a good puzzle when you get a messy set of books?

When you first start out, you love getting new clients and working with them. You love working one on one with them. You love hearing all their stories about their kids, dogs, cats, and all sorts of things that we learn about.

What happens when you start growing and you no longer have the capacity for the things that you used to love to do? Your business growth is great and should be celebrated but if you grow too quickly, that celebration can turn into pure chaos!

When running an accounting, bookkeeping or tax business there are so many other things that you must worry about. When you grow quickly, you have to think about so many other things. When you are the one that does all the work, what happens when you have way more work than you can possibly do?

How do you know when the right time is it to hire someone?

Who do you hire? That is scary because you have access to secure information.

How do you let go of the control?

How do you transfer all this knowledge that you have?

Do you know how to manage a team? Or does it scare you to death?

You do not want to manage a team because you do not feel you have the skills to lead them.

I have felt all these things. There are days that I would love to go back to doing a good bank reconciliation, but reality is that I cannot. I must stay focused on the vision and growth of the business. Which means all the scary stuff that I don't know about.

So, what do you do?

1. Start getting \$h*t out of your head
 - a. See article about [“How To Start Getting \\$h*t Out of Your Head”](#) for pointers on how to get started.
2. Start documenting what type work you want a new person to do so you can figure out what type of person you want to hire

3. Start grading your clients that are awesome to work with that you wish you had 10 more like them or they are a pain to work with?
 - a. If they are a pain to work with, can you afford to start weeding out?
 - b. What is the plan to start weeding them out?
4. Do you personally know anyone that would be a great fit to work with you?
 - a. Start a list of potential people. Church, family, school, friends, etc.
5. What is your vision for your business? What size business do you really want to have?
 - a. Do you want 25, 50, 75 clients and so on.
6. What does your pricing look like? Do you need to increase pricing on new clients or existing clients?
7. What does your cash flow look like?

These are just 7 things you can start doing to start planning to grow your business to the next level.

The planning part of this piece is crucial in your business. It all starts with a plan. If you have more work coming in than you can do, you may want to have a wait list. Just tell the potential client that you are full right now, but you can put them on a waiting list if they are truly interested. The last thing you want to do is take on the work and not be able to fulfill your promise.

You may have to slow down for just a bit to adjust, but you need to keep planning. If you do not adjust, it will just keep getting more and more out of control. You will come to find that your plan will bring on new twists and turns, but that is all part of the process.

I have been there, and I just kept telling myself I will work out of the problem. What that really meant was I would just keep working more and more. I had to take a pause in my business to get my team trained and remove many non-ideal clients. This was a hard business lesson I learned along the way. I should have taken a pause early on and it would have eliminated much of the stress I endured.

What happened when I was working *out of* the problem?

I was working from 6:00 am to 9:00 pm most days including working weekends. I would leave work to “deal” with my daughters then work more at home. I made my children a priority, but I was working every moment when I was around them.

What does that say about my time with them?

I was irritable and did not feel I was “*really*” there. Sometimes when my daughters were talking, I did not even hear what they were saying. I thought I just had to sacrifice for our business and work out of this. It does not have to be this way.

But do you work out of it? Or does it get worse? Stop and think about these two questions for a minute. Which answer rings true to you?

My answer was to hire because we were so underwater with work. Did it solve it? **NO!**

You would think that since I hired some employees my situation would improve, wrong. It made things worse. I had nothing documented! Not documenting what I did from the beginning was now a huge problem since all the information was in my head and my team had no clue what they needed to do. Everything still depended on me. I was paying people to do the work that they could not do without my input. They needed me for everything. They needed me to answer questions about everything.

If you start documenting your systems and processes early on, this is not near as painful. This way you are not having to constantly train. Your processes are training for you. Your processes should be answering their questions for you. If not, you need to re-evaluate your processes. [Breaking The Vicious Cycle](#) we put ourselves through is so important!

Most importantly if your processes are not clear where anyone can follow them you need to rework them. If you are still answering questions, incorporate those questions into your processes.

If you want help getting through this process of growing too quickly, or are ready to start growing, book a strategy call with us:

[CONTACT US](#)

To learn more about Getting Your \$h*t Together, visit our website at:

[Mentoring](#)

To read more articles from Leslie Liondas, visit our website:

[ARTICLES](#)

Follow us on Facebook:

[Leslie Liondas, CPA, PLLC - Home](#)