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TogetHR Consulting

Building a Business That Runs and Holds Its Value

A delivery-focused capacity build for Together Consulting

Prepared for Kari Gras
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OVERVIEW

Executive Summary

Together Consulting has something many firms spend years trying to reach: a healthy, stable pipeline and a team delivering consistently strong work. The question in front of you is not how to win more clients. It is how to serve the same clients, or more, with less manual effort, so that the income goals you have set across the team become achievable and you can step back into a more passive, helicopter-level role over the next two years while output holds or grows.

That is the real prize, and it is an operational one. Revenue sits in a stable band month to month, the client mix across retainers, hourly work and projects is well balanced, and the demand is there. The opportunity lies in the economics of how the work is delivered, specifically in the value each hour of delivery produces. Improve that, and the goals you have described for the team and for your own future role move from aspiration to plan.

This is a delivery-focused capacity build, not a growth or marketing play. The aim is a business that runs well, carries more through its team, and stands comfortably on its own.

Everything that follows is built around that destination. A business that runs without constant owner input is also a more robust and more durable one, and the same work that frees your time strengthens the asset you have built.

WHERE YOU ARE TODAY

Diagnostic and Current State

The firm operates with five full-time staff: a payroll specialist with an accounting background and four HR generalists. Together the team serves around 35 clients each month, split fairly evenly across retained monthly packages, hourly arrangements and one-off projects. Payroll clients account for just over a third of the mix, and monthly revenue moves in a relatively stable band, from roughly $74,000 at the quieter end to around $85,800 at the busier end.

The HR partnership retainers and the hourly work carry most of the time and most of the revenue. Payroll work is hourly but predictable, which matters, because predictable work is exactly the kind that rewards systemisation. Each client uses their own payroll software, with Gusto and ADP among those in play, so the edges of each process vary. Look past those edges, though, and the core is remarkably consistent: data is collected, then uploaded to the relevant portal, in recurring steps that repeat client after client regardless of which system sits underneath.

Early diagnostic insight: the consistent data collection and portal upload steps that recur across every payroll client represent hidden structure already present in the business. They are the most immediate candidates for codification, and the first place a visible efficiency gain can be surfaced.

This is the important point about the current state. The raw materials for systemisation already exist inside the way the firm works. What looks like varied, manual effort is in fact a strong platform that is under-monetised in effort terms. The recurring steps are evidence of structure waiting to be made explicit, not a sign of anything being run poorly.

THE TWO-YEAR HORIZON

Strategic Context

You have set out a clear picture for the next two years: each consultant on the team reaching a six-figure salary, your own future income settling at a comfortable level from a more passive role, and a shift into helicopter-level involvement where you steer decisions without carrying day-to-day delivery. These are legitimate business goals, and the operating picture points directly to how they are reached.

They will not be reached by adding clients or adding hours. The pipeline is already full and the team is already engaged. They are reached by improving the value each hour of delivery produces. When the recurring work is systemised, the same effort carries more clients, or the same clients absorb less effort, and the margin that funds team salaries and a more passive owner role is created from within the business rather than bought with more capacity.

A durable asset, not just a busy one

There is a second dimension to this. A firm whose delivery runs on repeatable, documented processes is a more transferable and more durable business. It depends less on any single person, holds its value more reliably, and is far easier to step back from. The work that improves your economics and frees your time is the same work that builds something robust enough to run without you, and that is a strategically valuable position to hold whatever the future brings.

THE OPERATING REALITY

Constraints

Any solution has to fit the reality of how the firm actually works, and there are three boundaries worth naming clearly.

- Each client uses their own payroll software, with Gusto, ADP and others in the mix. Processes vary slightly at the edges even where the core steps are consistent, so the approach must systemise around the tools clients already use rather than asking them to change.
- The team is small and fully engaged in delivery. There is no spare capacity to divert into a lengthy internal project, so the build must be done for you and must sit alongside live work without disrupting it.
- The retainer and hourly segments carry most of the time and revenue. These are where systemisation returns the most, and also where any change has to be handled carefully so client service never slips.

The approach works with these realities, not against them. It systemises around your existing tools and client mix rather than requiring you to standardise your clients or pause delivery.

The absence of heavy internal tooling today is not a gap to apologise for. It is precisely the space this engagement fills, and it means the systems built will be shaped around how Together Consulting actually delivers rather than bolted on from a template.

WHAT STAYS TRUE IF NOTHING CHANGES

The Risk of Inaction

If delivery is not systemised, the picture a year from now looks much like today, and that is the risk. Hours per client stay high. The full scope of what the team does for each client stays hard to see, which keeps the feedback that the firm is expensive alive. The income goals set for the team stay out of reach, because the margin to fund them has nowhere to come from. And you cannot reduce your hours without output falling with them.

The two-year window is the part that quietly narrows. Every quarter this is deferred is a quarter less runway to build the systems, embed them in the team and let the improved economics compound before the point at which you want to be stepping back. The horizon does not move; the time available inside it does.

A business that depends heavily on its owner is harder to step back from and harder to hand on. Reducing that dependence is a structural improvement to the business's future, and it is entirely within reach.

None of this reflects on how well the work is done today. It is a structural constraint, not a performance one, and structural constraints respond to structural solutions.

HOW THE BUILD RUNS

Phased Roadmap

The engagement is delivered done for you, in phases sequenced so that an early phase produces a quick, attributable win and later phases compound into reduced owner hours and improved value per hour.

Phase 1: Map and codify the recurring payroll steps

We start where the structure is clearest. The data collection and portal upload steps that recur across every payroll client are mapped and codified into a repeatable process that holds regardless of which software a given client uses. This is where the first visible efficiency gain surfaces, giving you something concrete to point to soon after we begin.

Phase 2: Systemise the retainer and hourly workflows

Next we move to the HR retainer and hourly work, which carry most of the firm's time and revenue. These workflows are systemised into consistent, documented sequences, so the highest-value delivery becomes the most repeatable and the least dependent on individual memory or improvisation.

Phase 3: Build processes the team can run without the owner

The documented processes are then built into something the five-person team can run independently. This is the phase that builds capability and independence into the team, so that more of the work runs without you in the loop and your hours can come down while output holds.

Phase 4: Create client-facing visibility

Finally, we create visibility artefacts that show each client the full scope of what is being delivered for them. When clients can see the volume and value of the work behind their retainer or their hours, the conversation about what the firm is worth becomes far easier, and confident pricing follows naturally from demonstrated value.

> **Each phase leaves the business more capable than the last: quicker payroll delivery first, then systemised core workflows, then a team that runs them independently, then clients who can see the full value they receive.**

THE RIGHT KIND OF PARTNER

Why Empowrd AI

Empowrd AI is a delivery and systemisation partner, not a marketing or lead-generation provider. That distinction matters here, because your challenge is capacity and value per hour, not demand. We build inside a firm's existing tools and client mix rather than asking it to adopt something new, and we do the work for you so your team can stay focused on live delivery throughout.

The engagement is shaped entirely around the outcomes you have defined: freed time, improved economics across the team, and a business that runs well and holds its value. We match the boutique, mission-driven character of how you work, and we keep the emphasis on operational partnership rather than on any promise you neither need nor asked for.

The recommended engagement

We recommend the Growth Empire PRO (DFY) offer, positioned for Together Consulting as a Capacity Accelerator: a delivery-only, done-for-you systemisation and capacity build that respects live delivery and works within your existing systems. The scope follows the phased roadmap above, and the investment is set out in the section that follows.

INVESTMENT

Investment

The engagement is structured as a done-for-you Capacity Accelerator: a delivery-only build that systemises the work already flowing through the firm, sequenced so an early phase produces a visible, attributable result and later phases compound into reduced owner hours and improved value per hour of delivery. Investment is set out below against the phases described, with the emphasis firmly on delivery capacity rather than demand generation.

Engagement	GBP	USD
Signature Blueprint *First step · 2–4 weeks*	**£4k**	**$5k**
Growth Empire PRO (DFY)	**£6.7–7.2k/mo**	**$8.9–9.4k/mo**

All figures shown are indicative and pending Aman's confirmation before issue.

THE TEAM

Your founders

EMPOWRD AI | CO-FOUNDER

Aman Singh

Technology, Marketing, Systems & Commercial Discipline

Aman leads technology and automation architecture and commercial discipline at Empowrd AI. He brings deep experience in revenue operations, architecture and commercial cadence, and is focused on building the operational backbone that supports optimisation, process discipline and organisational efficiency.

EMPOWRD AI | CO-FOUNDER

Zoë Walters

Strategy, Transformation & Client Insight

Zoë leads strategy, change management and client insight at Empowrd AI. With a background in HR, organisational design and commercial leadership, she translates business complexity into clear people, process and transformation roadmaps.

A business that runs, and a role you can grow into

The pipeline is healthy and the work is strong. What this engagement adds is the operational structure to turn that steady flow of work into more value per hour, better economics for the team, and the freedom for you to move into a more passive role over the next two years. It is a delivery-focused build that leaves you with something durable: a business that carries more through its team, depends less on any one person, and holds its value for whatever comes next. We would welcome the opportunity to get started, beginning with the payroll workflows where the first result can be seen quickly.

Confirm the engagement to begin Phase 1 and surface an early, attributable win.