

OnPoint Talent Solutions

Helping businesses build the leadership structure required for growth.

Founder Leadership Readiness Checklist

Is Your Business Ready for Its First Leadership Team?

Many growing businesses reach a stage where the founder is managing too many responsibilities.

This checklist helps determine whether your company is ready to transition from **founder-led to leadership-driven**.

Company Growth Signals

- Revenue approaching or exceeding **\$500K-\$1M+**
 - Team size growing beyond **15 employees**
 - Rapid growth creating **operational complexity**
 - Customers or projects increasing faster than processes
 - The founder is spending most of their time **solving operational problems**
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Founder Workload Indicators

- You are responsible for **sales, operations, and hiring**
 - Most major decisions require your **direct involvement**
 - You are working **long hours managing day-to-day operations**
 - You struggle to focus on **strategy or growth initiatives**
 - The business feels **too dependent on you**
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Organizational Structure Gaps

- There is **no formal leadership structure**
 - Most employees **report directly to the founder**
 - Roles and responsibilities are **unclear or overlapping**
 - Employees are promoted **without leadership training**
 - Departments lack **clear ownership or accountability**
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Leadership Hiring Indicators

- You are considering hiring your first **Operations Manager / Director**
- You need a **Sales Leader** to build structure and accountability
- You need **HR leadership** to support employee growth
- You need **marketing leadership** to scale demand generation
- You want leaders who can **operate independently and drive results**

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What This Means

If you checked **5 or more boxes**, your business may be ready to transition from a **founder-driven company to a leadership-driven organization.**

The next step is defining:

- The **leadership roles your business truly needs**
- The **organizational structure to support growth**
- The **leaders who can help scale the business**

Contact Us for A Free Consultation

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