STAGE 2 GUIDE

Hiring a team

Sales $250k to $500k. From luisromero.com/business-stages.

The one thing: Write down what a good day looks like before the first hire starts.

THREE MOVES FOR THIS STAGE

1. **Define the first role**
   One page: what they do, what they do not do, what done looks like, what it pays. If you cannot write it, you are not ready to hire it.

2. **Set the pay plan you can afford**
   Wage, hours, the raise path, and what it costs you loaded. Compare to what the role will let you sell. If it does not pay for itself in ninety days, change the role.

3. **Run a first week on purpose**
   Day one ride-along, day two they lead one task, day five a ten-minute review. Say what you saw. Most people quit because nobody told them how they were doing.

YOU ARE THROUGH STAGE 2 WHEN

- [ ] The role is on one page
- [ ] The pay plan is loaded and affordable
- [ ] The first week is scheduled before the start date