Engineer Advisory

Led company growth from 4 to 14 employees

Led company growth from 4 to 14 employees by employing Agile methodologies and effective project management practices.

2015 – 2022

14

employees, grown from four

Situation. The company was ready to grow, and there's a specific danger in that moment: you add people faster than you add process, and both the quality and the shared sense of how things are done start to fray. Four people who all know what everyone else is doing is a very different thing from fourteen who don't.

Task. Leading that growth was the job — bringing people in while keeping delivery disciplined and the team pulling in the same direction.

Action. The company went from four people to fourteen. That was hiring and onboarding done deliberately rather than in a panic, but the bigger piece was putting in the ways of working that let a team that size not trip over itself — Agile practices, real project management, the habits that keep everyone's work visible to everyone else. The tenth and fourteenth hires needed to walk into something that already had a shape, not to have to guess at how things were done.

Result. The team got to fourteen without the quality dropping or splintering into people who didn't know what the others were up to. The Agile side of it is what kept a bigger group productive — the process grew with the headcount instead of lagging behind it.

Bring this experience to your project

Use “Led company growth from 4 to 14 employees” as a starting point for a similar challenge in your organisation. The services behind this work are available for your project. Somebody on your side of the table when a supplier, a budget or an architecture decision needs a second informed opinion.

Explore our services Get in touch →

Look behind the result

Read the situation, decisions and result in this example. We can discuss which parts transfer to your constraints and which need another approach. Led company growth from 4 to 14 employees — 14 employees, grown from four

Explore our services Get in touch →

Scaling a small team fast?

Talk through your project with the engineer responsible for delivery. We agree the scope, price basis and handover in writing before work begins.

Role context: Project Development Manager. It draws on Team Leadership, Technical Leadership, Mentoring & Coaching, Project Management and Agile & Scrum. And while you are here, we are rather good at Technical Leadership & Consulting, Team Building & Mentoring and Project Management (Agile).

Get in touch Explore our services

One piece of **a longer record** — and it is all on this site.

Every entry is written the same way: the situation, the task, what we did and what changed.

See the whole record

Define the improvement you need

Bring the decision, the people affected and the options already considered. We can make the tradeoffs explicit and leave a documented recommendation.

See what it costs Get in touch →

Scaling a small team fast?

Ask about the decisions behind “Led company growth from 4 to 14 employees”. You will speak with the people who can explain the work and assess your own project.

Explore our services

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Contact card

Carefully Crafted With Love by D.

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