



## It's time to talk **HEALTHY BUSINESS SYSTEMS**

*"In a chronically leaking boat, energy devoted to changing vessels is more productive than energy devoted to patching leaks."*

- Warren Buffett, Chairman of Berkshire Hathaway / Noted American business magnate & investor



If you're a small business owner, we understand you. What you do isn't easy. It takes a lot of chutzpah to leave the 9-to-5 and strike out on your own. You're a self-starter, someone who probably doesn't take vacations as much as they should. You live for that entrepreneurial lifestyle and you're forever the optimist. You take pride in knowing that you're the backbone of the American economy. You love clearing hurdles like the driven, disciplined boss that you are.

There's one thing we know for sure when it comes to small business owners: You wear a lot of hats. One day you're the boss, the next, you're a customer service agent, then the marketing department, the head of human resources, so on and so forth. While most operators wouldn't have it any other way, even the most brilliant of multi-tasking minds become overwhelmed with the tasks in front of them. In the short-term, you got to do what you got to do. Long-term though, we know this isn't healthy. That's why you've got to have healthy systems in place.

### ***What are healthy systems?***

A little refresher from our [Aliat Healthy Business Handbook](#): Systems are the processes, tools and partnerships that make it possible to have balance, focus and time management.

Imagine your business as a house you've built. Your systems are the structural parts, gutters, heating pipes and circuitry—the things that keep your space functioning. Beyond that, they're also the partnerships you've made. The metaphorical utility providers, landscapers and mailmen who make help make your house a humming home.

You wouldn't do all these things on your own, would you? If you did, how would you have time for anything else?

Let's step outside this house you've built and think like a business owner. Do you have the right processes, tools and partnerships? Are you the one running the day-to-day details of your business? Be honest: Are you focusing on the most important things? Well-deserved vacation—when's the last time you had one? Don't like your answers? You might be spreading yourself just a little thin.

## **The small business owner's dilemma**

As a small business owner, you might not have the time or funds to do everything you want in-house. Still, things need to get done. It can be hard to delegate responsibilities to others. (Your business is your baby and you wouldn't leave it in the hands of just anyone.) But there's a big difference between building a business and having run it all by yourself. The good news is that finding quality help isn't as difficult as you think.

### ***How do you manage your HR?***

Let's take a look at human resources, something that every owner has to start thinking about as their business grows. Your first thought is to do it yourself, but how can you guide a company while dealing with minutiae of payroll, benefits and the stakes of compliance? Your second idea? Hire in-house. However, akin to hiring any other employee, this comes with its own hassle and cost, becoming a sizeable investment in its own right. So, are you out of options? Not necessarily.



## **PEO**

***HR + BENEFITS + COMPLIANCE + PAYROLL***

Small businesses across the country are jumping on the Professional Employer Organization (PEO) bandwagon. With these firms, organizations can enjoy comprehensive outsourcing for their human resources, benefits, compliance and payroll with partners who share in the risk, often at a smaller cost.

## HEALTHY SYSTEM CHECKLIST



*Businesses with healthy systems generally:*

- ✓ Partner with experts in HR, compliance, payroll and business administration
- ✓ Outsource anything that requires technical knowledge
- ✓ Avoid compliance risks
- ✓ Update HR processes on a frequent basis
- ✓ Focus on efficiency and productivity when evaluating systems
- ✓ Create infrastructure to manage change and pivot as needed

### Going forward...

Feeling like it's time to leave things to the professionals in your organization? Let us be the first to say congratulations! You're already moving in the right direction. With increased free time, efficiency and flexibility for the things that matter, you'll be able to launch your business to new heights.

**Aliat** is your partner in long-term business health. We offer a unique 360° HR solution that will reduce your total cost of ownership and transform your HR processes, payroll, health and retirement benefits, and compliance risk.

*Interested in learning more?*

Give us a call at **503.273.6499**, email us at **[discover@myaliat.com](mailto:discover@myaliat.com)**, or visit us at **[myaliat.com](http://myaliat.com)**.