

Hi

How do you hire a Second In Command?

As your business grows, there are certain 'next big steps' that you have to take on your business journey; one of the biggest ones is recruiting your Number Two, your right hand man (or woman).

In my situation, I had reached the point where I wanted to step back and spend more time on other projects and I also felt that the company had plateaued and needed new impetus and a fresh pair of eyes. I needed someone to really hone our operation, push the financials and drive the team forward.

In addition, if you have any plans to eventually exit the business, this recruitment is a must. In order to sell you need to make yourself redundant, and this hire will be a key component in that strategy.

But as with many 'next big steps' on the business journey I had no idea how to do it. How do I hire a Second in Command? What are the steps to hiring the right 2iC (as the hipsters call it)? How do I duplicate me? How do I make myself redundant?

Having been through this big step, I believe successfully, I have written a piece for you titled (unsurprisingly) '[How do I hire a Second in Command](#)' to help you ensure that you get it right.

It's a longish piece (about 4 mins read) but if you don't fancy that here are some of the key points;

5 steps to recruiting the right person as your Number Two:

1. Clarify the roles and responsibilities
2. Set up the recruitment process
3. Hold pre-interview interviews
4. Run the formal interview process
5. Ensure that you do the onboarding and integration correctly

I've also identified 3 ways that you might come unstuck;

1. Your team not buying into the new person/role
2. Not letting go
3. Under-communicating the change to the clients

The article also features the 5 steps that you need to put in place before you start looking for your perfect new Second In Command, as well as the one key step you can take to ensure that the whole thing isn't a disaster. Go on.... put the kettle on, make a brew and read it all [here](#).

Chicken of the Day

For those new to the Nous of Fraser (hi, nice to see you), I have a flock of 13 chickens.



This breed is a Minohiki and she lays off-white eggs. When we got her we were told it was pronounced '*Min-okee*', so she's called, yes you got it, Kylie....☐

What would you like to see/hear from me?

Going forward, what would you like from me in my next 'Nous Of Fraser'? Please let me know.

Cheers

Phil

www.philfraser.co.uk

Join me on [LinkedIn](#)

See my [YouTube Channel](#)

PS And of course, if you, or any of your contacts, need help getting to 'the next stage' in their business journey, please drop me an [email](#) or give me [a call](#) for a no-obligation chat.

PPS If you missed any previous issues of the 'Nous Of Fraser' newsletter you can find them all [here](#).

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