



From Growing Pains to Control with The Hive Method

Within eight weeks of completing our 1-day Hive Method session, a growing construction firm streamlined admin, improved contractor accountability, brought projects back on track and boosted on-time payments by 40%.

The Challenge They Faced

As a bespoke, owner-led construction company on a trajectory to a £5m+ turnover, challenges stacked up:

- Admin processes couldn't keep up with growth
- Reliance on contractors led to delays and "lost time" through extended breaks
- Rising material costs and mistakes were eating into margins
- An acquisition added complexity, but integration wasn't smooth
- The owner felt pulled in every direction, firefighting instead of leading

Our Solution

The Hive Method gave the business clarity and control in just one day:

- Practical tools to uncover the root cause of time, cost, and admin issues
- Live problem-solving on contractor delays, admin backlogs, and material mistakes
- A 30-day action plan to introduce new routines and working practices
- Leadership influencing techniques to reframe contractor behaviours and reduce frustrations
- Recommendations for HR support to formalise contractor structures and engagement
- Identified a CRM solution to automate proposals, contracts, and invoicing – freeing time and strengthening cashflow

Hurdles We Worked Through

- Contractor resistance to changing routines and taking accountability
- Nervousness around having tougher conversations on expectations and performance
- A culture of "workarounds" instead of addressing root causes

By equipping the owner and team with tools to influence, engage, and show "why change matters," they could reset expectations and bring both staff and contractors on the journey.

The Difference It Made

- 40% increase in on-time payments within eight weeks
- Delayed projects brought back on track, or with recovery plans in place
- Improved contractor accountability, reducing downtime and costly overruns
- Freed-up admin time through CRM scoping, paving the way for smoother customer service and cashflow.
- The owner moved from firefighting to leading with a clearer plan for growth

Keeping The Momentum

The Hive Method gave the company not just fixes for today but the tools to embed better ways of working. With stronger routines, clearer contractor accountability and smarter admin, they are set up to scale sustainably while protecting profit and service.

Client Details - Owner-led construction company, sub-£5m turnover, UK.