

HR
HAMILTON RAYE

FROM SOLO TO STREAMLINED



CASE STUDY

How a busy founder cut down on hours and boosted productivity with Hamilton Raye.



RON BOWER

Founder of *Brickpath Group, Inc.*
and *Interviewpath*

Ron Bower is a seasoned human resources leader and management consultant, bringing over 30 years of experience to his role as founder and President of **Brickpath Group**. Known for his strategic insight and practical approach, Ron advises senior leaders across various industries to navigate complex business challenges.

Ron is also the Founder and President of **InterviewPath®**, a platform designed to streamline the hiring process by providing customized interview guides. His passion for competency-based hiring and behavioral interviewing has driven him to create solutions that improve the quality of hires and the overall candidate experience.

“ If you don’t have an assistant, you are the assistant. ”

Ron Bower, Founder and President of both **Brickpath Group** and **Interviewpath**, has shared this Dan Martell quote, author of *Buy Back Your Time* with numerous coaching clients over the years. When he first heard it, it struck him like a brick: *“If you don’t have an Executive Assistant, then you are one.” - Dan Martell*

*“ You're the president of the organization doing work that somebody else really wants to do and is better at than you are. And, by the way, it's going to cost your business a lot **less money** [to hire an Executive Assistant] while you are out generating revenue. ”*

- Ron Bower

As a busy executive coach and consultant, Ron spent more time than he’d have liked scheduling client calls and other routine tasks. The prospect of giving up control over his calendar was daunting, but he knew he needed to offload tasks to create a more balanced work week and enjoy his vacation days.

Beyond the typical expectations and duties, Ron was looking for the following qualities in his Executive Assistant:

Connection: Ron values working relationships that mirror his coaching ones—built on mutual respect, focused on trust and communication, and genuine, never transactional.

Expertise: Recognizing that delegation would be a process, Ron wanted to work with a company that could facilitate that transition with ease.

Learner’s Mindset: Ron is committed to continuous growth, reading books and attending webinars on self-improvement. He wanted an assistant with a similar drive for learning.

CALENDAR MANAGEMENT

Before: Ron spent hours every week managing client communication and booking appointments. He was concerned that clients might push back if they weren't dealing with him directly for administrative tasks.

After: His Executive Assistant, Tanelle, now handles these tasks, freeing Ron to focus on coaching calls and other high-level, revenue-generating activities. Clients are happy to communicate with Tanelle as their first point of contact.



PROCESS AUTOMATION

Before: Client administration was a weekly task for Ron, adding unnecessary hours to his workload.

After: Tanelle took over these tasks, automating invoicing and creating client agreement templates to streamline the process. They are currently developing additional templates for client outreach and marketing.





VENDOR COORDINATION

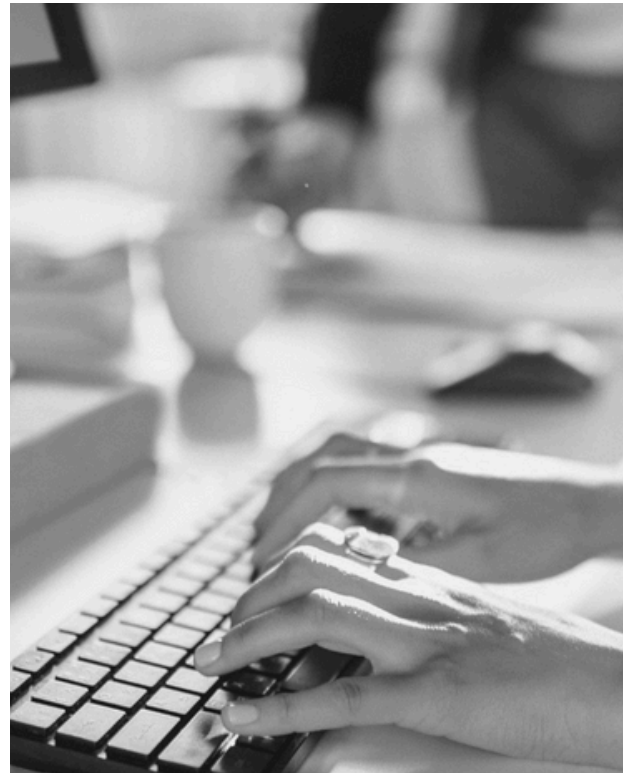
Before: Throughout his business, Ron accumulated 20-30 boxes of client files and confidential information that needed to be shredded.

After: Tanelle found a mobile shredding service and arranged for them to come to his door and pick up the boxes. In just fifteen minutes and for a fraction of his hourly rate, they completed a task that would have taken Ron hundreds of hours.

EDUCATION AND STRATEGY

Before: Ron didn't have the time to attend all of the sessions or read all the books he wanted.

After: Tanelle attends webinars and training sessions on his behalf, providing him with summaries to review. They also read books together to improve their working relationship and optimize Ron's workflow.



RESULTS

700+

hours saved since starting with
Hamilton Raye in 2021

90%

of calendar managed by
Executive Assistant

3x

attendance at professional
development webinars & events

“ When push comes to shove about what I spend my money on, I refuse to give this up. ”

- Ron Bower

CONCLUSION

Ron's experience with Hamilton Raye transformed how he manages his time, allowing him to focus on the high-impact areas of his business. By partnering with an Executive Assistant who aligns with his values and goals, Ron has saved hundreds of hours and reclaimed his work-life balance.

Ready to take back your time?

Head to hamiltonraye.com to learn how Hamilton Raye can support your business.

