

AT 20, 50 AND 100 EMPLOYEES

How modern workplace expectations change as a business grows - and why the setup that works at one stage often starts to creak at the next.

Growth Changes IT

As businesses grow, there is less room for informal workarounds. The modern workplace has to evolve from clarity, to consistency, to maturity.

20 staff

At 20 staff, better looks like clarity.

At this stage, many businesses still rely on memory, proximity, and a few key people who just know where things are. The workplace doesn't need to be complex, but it does need to stop being ad hoc.

What starts to break...

- Files live in too many places
- Microsoft Teams is used loosely and inconsistently
- People still depend on asking the right colleague rather than trusting the system

What better looks like...

- A clear home for shared files
- Simple collaboration rules that everyone follows
- Basic security controls and one agreed way of doing everyday work

“Single source of truth”

The main place everyone trusts for the latest version of a shared file or document.

50 staff

At 50 staff, better looks like consistency.

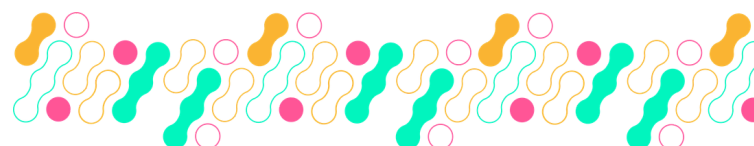
Once the business reaches this point, informal habits start costing more. More teams are involved, more handovers happen, and the gap between how we think we work and how we actually work becomes easier to feel.

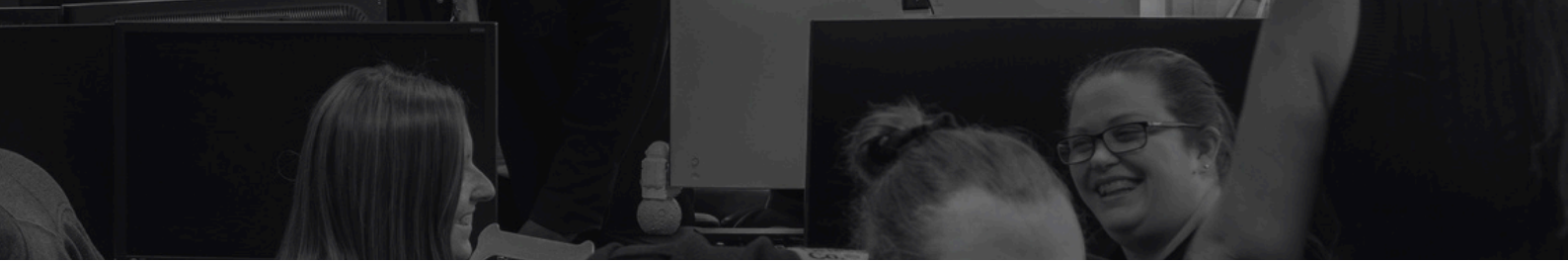
What starts to break...

- Departments create their own ways of using Teams and SharePoint
- Onboarding becomes uneven from team to team
- Duplicated work becomes harder to spot until time has already been lost

What better looks like...

- Shared spaces with clearer ownership
- Stronger permission rules and more consistent onboarding
- A workplace that doesn't depend on local habits to keep things moving





Your takeaway...

What works at 20 employees will not always hold at 50, and what feels manageable at 50 can become fragile at 100. The aim isn't to add complexity as the business grows, but to build a workplace that becomes clearer, more consistent, and easier to trust at every stage.

100 staff

At 100 staff, better looks like maturity.

By this stage, the workplace needs to hold together under more pressure. Growth, reporting, compliance, automation, and AI all start placing higher demands on structure and governance.

What starts to break...

- Old Teams and sites create noise
- Access becomes harder to govern
- The business starts layering new ambition onto a setup that is still too fragile underneath

What better looks like...

- Stronger governance and lifecycle rules
- Better measurement and clearer decision rights
- A workplace that can support automation, AI, and future growth without becoming chaotic



“Role-based access”

Giving people access based on what their job actually requires, rather than adding permissions case by case.

“Lifecycle management”

A structured way of reviewing, archiving, or removing old Teams, sites, files, and access as the business grows.

