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### From Megaphones to Milestones: Tick HR's 7 - Year Journey

In the heart of Lincolnshire, what began as a one-woman crusade with a megaphone has blossomed into one of the region's most trusted HR consultancies. As Tick HR Solutions celebrates its seventh anniversary, we look back at the journey that transformed a bold idea into a thriving business.

"When we started Tick HR in 2018, it was just me, a laptop, and a determination to provide quality HR support to businesses that couldn't afford full-time HR teams," recalls founder Jacqui Adams. "Well, and Sally the dog, our first and most loyal office companion."

The early days were characterised by tireless networking, small local exhibitions, and countless cups of coffee with potential clients. Mark Adams provided vital marketing support while managing his own business, helping to shape the brand that would eventually become a recognised name across Lincolnshire.

"We didn't really understand networking at first," Jacqui laughs. "I remember standing in exhibition halls wondering if anyone would stop by our stand. Now we know it's all about building relationships, not just handing out business cards."

2021 when Kim joined as an HR specialist, bringing additional expertise that allowed the company to expand its service offerings and client base. With her specialised knowledge, Tick HR began to solidify its reputation for personalised, expert HR guidance.

In April 2023, Mark sold his business and came aboard full-time, bringing dedicated marketing prowess that helped propel Tick HR into larger exhibition spaces and more ambitious territory. The team's confidence grew along with their client list, enabling them to tackle more complex HR challenges while maintaining their signature personalised approach.

The most recent chapter began in April 2024 with the addition of Holly, whose contributions to the training division alongside Kim have strengthened the company's educational offerings. Now, at seven years strong, the "four and a half" team members counting Sally serve clients throughout Lincolnshire with the same passion that drove Jacqui to pick up that metaphorical megaphone years ago.

"What makes me proudest," Jacqui reflects, "is that we've never lost sight of our mission: enabling organisations to successfully manage their people, regardless of their size or budget."