CONSULTPRO

January 2026

Product Roadmap

Built for HR Consultants Managing Multiple SMEs

PRODUCT VISION

ConsultPro helps HR consultants manage up to 250 SMEs without hiring HR staff, while SMEs get enterprise-grade HR at a fraction of the cost.

THE ONE QUESTION THAT GUIDES EVERY SPRINT

"Does this increase the number of SMEs one HR consultant can safely manage?"

If the answer is NO, it's not Phase 1 or Phase 2 work.

Target Metrics

250	**5x**	**<2hr**
SMES PER CONSULTANT	EFFICIENCY MULTIPLIER	PER SME MONTHLY
Up from ~50 with manual processes	Revenue per consultant	Payroll + compliance time

Feature Priority Test

✓ **Does it reduce time spent per SME client?**
Automation, bulk operations, templates → BUILD IT

✓ **Does it reduce errors/compliance risk across clients?**
Alerts, validations, audit trails → BUILD IT

✓ **Does it let SME owners self-serve (reducing consultant load)?**

ESS, dashboards, reports → BUILD IT

✕ **Is it an enterprise feature for large single companies?**

Complex workflows, org charts, surveys → DEFER

Value Proposition

For HR Consultants

→ Single dashboard for all 250 clients

→ Process payroll for 50 companies in one session

→ Instant alerts when any client needs attention

→ Standard templates applied in minutes

→ Compliance tracked automatically

→ Reports across entire portfolio

For SME Clients

→ Enterprise-grade HR at fraction of cost

→ Employees get self-service portal

→ Professional payslips every month

→ Full statutory compliance (PAYE, Pension, NHF)

→ Leave management out of the box

→ No HR staff needed

1 Multi-Client Command Center
See all clients, act on exceptions

+100 SMEs capacity

Consultant Dashboard
Single view of all SME clients: payroll status, pending tasks, compliance alerts, revenue

Saves 2hr/day

Bulk Payroll Processing
Select multiple companies, process all payrolls in one batch with single approval

10x faster

Exception Alerts
Automatic flags: missing data, overdue remittances, failed validations, expiring contracts

Zero missed deadlines

Quick Client Onboarding
Template-based setup: standard pay structures, policies, leave types applied in 15 minutes

90% faster onboarding

Bank Schedule Export
Generate bank files for all clients, grouped by bank for bulk salary transfers

Eliminates manual entry

Consolidated Reports
Portfolio-wide reports: total employees, payroll value, compliance status across all SMEs

Instant visibility

2 SME Self-Service & Automation
Let SME owners handle routine tasks

+75 SMEs capacity

SME Owner Portal
SME owners view their dashboard, approve leave, see reports - no consultant needed

-50% queries

Employee ESS Complete
Employees update profiles, request leave, view payslips, complete onboarding

Zero data entry

Automated Reminders
System emails SME owners for approvals, missing data, upcoming deadlines

No follow-up calls

Email Payslips (Bulk)
One click sends payslips to all employees across all processed companies

Saves 30min/client

Standard Templates Library
Pre-built: offer letters, contracts, policies, handbooks - apply to any client

Consistency

Compliance Calendar
Auto-scheduled: PAYE filing, pension remittance, annual returns for all clients

Never miss deadline

3 Scale & Intelligence
Handle growth without adding staff

+75 SMEs capacity

Smart Anomaly Detection

AI flags unusual payroll changes, potential errors, compliance risks before processing

Prevent errors

Bulk Employee Import

CSV upload for new client employee data with validation and error reporting

Hours → Minutes

Year-End Automation

Generate all annual returns, tax certificates, pension schedules for entire portfolio

Year-end in days

Client Health Scores

Automatic scoring: data completeness, compliance, payment history - prioritize attention

Focus on risks

Revenue Tracking

Track fees per client, projected revenue, payment status across portfolio

Business visibility

API for Accountants

Export payroll journals to accounting software used by SME's accountants

No double entry

Deferred Features (Not Phase 1-3)

These are enterprise features for large single companies - not for HR consultants managing many SMEs:

- ✕ Complex multi-step approval workflows
- ✕ Organogram / org chart visualization
- ✕ Competency management & assessments
- ✕ Anonymous employee surveys
- ✕ Internal job boards / recruitment
- ✕ Whistleblowing / grievance systems
- ✕ 360-degree performance reviews
- ✕ Multi-currency payroll
- ✕ Virtual wallet / direct bank payments
- ✕ Custom report builder
- ✕ Two-factor approval authentication
- ✕ Exit management with handover

Roadmap Comparison: Feature Parity vs Consultant Focus

Feature	Seamless HR Priority	ConsultPro Priority	Reason
Multi-client dashboard	Not available	Phase 1	Core consultant need
Bulk payroll processing	Not available	Phase 1	10x efficiency gain
Exception alerts	Basic	Phase 1	Manage by exception
Bank schedule export	High	Phase 1	Eliminates manual work
Email payslips (bulk)	High	Phase 2	Saves 30min per client
SME owner portal	Not available	Phase 2	Reduces consultant queries
Template library	Not available	Phase 2	Fast client setup
Multi-step approvals	High	Deferred	SMEs don't need complexity
Virtual wallet payments	High	Deferred	SMEs use own banking
Custom report builder	High	Deferred	Standard reports suffice
Organogram	Medium	Deferred	SMEs are small teams
Competency management	Medium	Deferred	Enterprise feature
Anonymous surveys	Medium	Deferred	Enterprise feature

Success Metrics by Phase

Metric	Today	After P1	After P2	After P3
SMEs per consultant	~50	150	225	250+
Time per SME (monthly)	4-6 hours	2 hours	1.5 hours	<1 hour
Compliance errors	5-10%	<2%	<1%	<0.5%
Client onboarding time	2-3 days	2-4 hours	1 hour	30 min
Consultant revenue potential	1x	3x	4.5x	5x+