

# Derek Candelore Calls on Entrepreneurs to Build Businesses That Can Succeed Without Them

Pittsburgh entrepreneur and national business mentor Derek Candelore is encouraging business owners to replace dependence on hustle with systems that support sustainable growth and long-term success.

**Pittsburgh, Pennsylvania Jul 21, 2026 ([IssueWire.com](https://www.IssueWire.com))** - Derek Candelore, founder of Roman Paint Pros and a national business mentor, is urging entrepreneurs to take a closer look at one of the biggest obstacles to long-term business growth: becoming the most important employee in their own company.

According to the U.S. Small Business Administration, [small businesses account for 99.9% of all U.S. businesses](#). Yet many owners struggle to step away from day-to-day operations because so much of the business depends on them. As economic uncertainty, labor shortages, and rising operating costs continue to challenge small businesses, Candelore believes building repeatable systems has become more important than ever.

"Too many entrepreneurs build businesses that can't function without them," said Candelore. "Motivation gets you started, but systems are what allow a business to grow. If everything depends on the owner, the business eventually reaches a ceiling."

After building Roman Paint Pros into an award-winning company and mentoring business owners across the country, Candelore says that many entrepreneurs unknowingly become the bottleneck limiting their own growth. While working harder may solve today's problem, it rarely creates a business that can continue growing tomorrow.

Instead, he encourages owners to document processes, create clear expectations, and build systems that deliver consistent results.

"I run a real business with systems, proven marketing, and we absolutely deliver to the clients' expectations without exception," he said.

The message comes at a time when many business owners continue to report feeling stretched. The latest MetLife & [U.S. Chamber of Commerce Small Business Index](#) found that inflation, hiring challenges, and day-to-day operational pressures remain among the biggest concerns facing small businesses. Those pressures often leave little time to improve the business itself.

Candelore believes that's exactly why systems matter.

"Everything I do has a systems-based approach now," he said. "I'm self-taught. I hire nationally respected mentors."

Rather than relying on motivation or long work hours, he says sustainable businesses are built through repeatable processes that allow owners to spend more time leading and less time reacting.

He also believes maintaining high standards becomes much easier when expectations are clearly defined.

"We have the highest standards in the painting industry. Our only goal is to deliver the highest-end

product with great service, never cutting corners while implementing premium products," said Candelore.

While his business philosophy has helped Roman Paint Pros earn recognition, including SBA Small Business of the Year in 2021 and Best of Westmoreland in 2023, Candelore says success has always been about more than business growth.

"Providing for my wife and kids, taking care of Mom, and giving back to the community. That's what drives me," he said.

## **A Practical Place to Start**

Candelore encourages business owners to identify one task that only they currently perform. Write down each step, look for opportunities to simplify the process, and begin creating a system that someone else could eventually follow. Small improvements made consistently can reduce stress, improve customer experience, and create a stronger business over time.

"If you're the only person who knows how to do everything, you're limiting how far your business can go," Candelore said. "Building systems isn't about replacing people. It's about giving people the tools they need to succeed."

## **About Derek Candelore**

Derek Candelore is a Pittsburgh-based entrepreneur, third-generation painting contractor, national business mentor, and founder of Roman Paint Pros. A former record-setting wide receiver and undefeated regional Golden Gloves heavyweight boxing champion, he has built his career around helping businesses grow through systems, leadership, and consistent execution. Candelore also serves as a national instructor for the Small Business Development Center and mentors entrepreneurs across the United States.

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