

# Fractional Leadership

Executive-Level Operational Leadership Without a Full-Time Hire

## THE CHALLENGE WE SOLVE

Many organizations need C-suite or Director-level operational leadership but aren't at the stage where a full-time executive hire is financially or strategically appropriate. ZenStrata provides fractional COO, Program Director, and Chief of Staff services: embedded, structured, and outcome-focused. You get executive-level capacity at exactly the level your organization needs, at the cadence that makes sense.

*“Fractional leadership isn't a budget compromise. It's a strategic decision to access executive capability precisely when and how you need it.”*

## WHAT WE DELIVER

<b>Fractional COO</b>	Operational strategy, process infrastructure design, cross-functional workflow oversight, executive team alignment, and performance system implementation.
<b>Fractional Program Director</b>	End-to-end program governance, milestone tracking, stakeholder management, reporting infrastructure, and program risk management. PMP-level discipline embedded in your team.
<b>Fractional Chief of Staff</b>	Executive support, initiative prioritization, meeting cadence design, accountability system development, and leadership communication infrastructure.
<b>Interim Leadership Coverage</b>	Structured coverage for leadership transitions including knowledge transfer documentation and operational continuity planning.
<b>Executive Advisory Retainer</b>	Monthly strategy sessions, ad hoc consulting access, and email support for leaders who need a trusted advisor without full fractional engagement.
<b>Operational Infrastructure Build</b>	Defined-scope project to build governance, workflows, KPI systems, or SOPs before a permanent hire is onboarded, so your new leader inherits structure, not chaos.

## WHAT YOU RECEIVE

- Defined engagement scope, cadence, and deliverables agreed at engagement start
- Operational infrastructure designed and functioning before engagement end
- Transition documentation and knowledge transfer package for permanent successor
- Accountability systems and governance structures embedded in the organization
- Leadership team aligned around clear decision rights and escalation paths
- Measurable operational improvements documented for board and investor reporting



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## ENGAGEMENT & CREDENTIALS

### ENGAGEMENT MODEL

Foundation Retainer: \$2,500/mo ·  
Growth Retainer: \$4,500/mo ·  
Strategic Partner: \$9,500/mo.  
Minimum 3-month commitment. Overage at \$125/hr.

### CERTIFICATIONS

All fractional engagements are scoped, structured, and delivered with PMP rigor. Hours tracked monthly. Executive summary reporting included at each milestone.

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## Explore Fractional Leadership Options

[zenstrataconsulting.com](http://zenstrataconsulting.com) · Richmond, Virginia