Critical Integrators
INTEGRATION & TRANSFORMATION

CLIENT GUIDE

Fractional Leadership — what to expect

Senior leadership on a defined monthly capacity — the judgment and continuity of an executive without permanent executive overhead.

The engagement in brief

The engagement buys a **defined set of standing responsibilities, delivered every month, with evidence.** Available in role flavors: integration, finance, revenue, people, operations, information, technology.

The rhythm of a month

> **WEEKLY**
> Leadership sync, chaired by your fractional executive.

> **MONTHLY**
> The report card — a dated record of what changed: findings confirmed, decisions taken, milestones moved, risks opened and closed. Written so it can be forwarded to a CFO or board without a covering note.

> **QUARTERLY**
> Business review — value, scope fit, and priorities for the next quarter.

Standing responsibilities

Defined in the charter, per role. For example, a Fractional Integration Officer: chair the integration cadence · own the roadmap, dependency view, and decision log · advise leadership on integration decisions and their people impact · coordinate specialists across workstreams · deliver the monthly report card.

Capacity is stated in the charter (for example, the equivalent of two days per week), tracked and reported monthly.

What we need from you

- A sponsor committed to the weekly cadence. The access is what you're buying; a cancelled month of cadence is a scope conversation, not a discount.
- Decisions when decisions are due — the chair frames them; you make them.
- Directness about changing needs. The quarterly review exists to rescope.

What you receive, every month

- Integration report card
- Maintained roadmap and decision log
- Chaired cadence
- Capacity and utilization summary

The boundaries that protect you

- The charter names the standing responsibilities. Work outside them — "while you're in there" projects — is proposed, chartered, and priced separately **before it begins**. You will never find surprise scope on an invoice.
- Rate and capacity change at renewal points only, never mid-term.
- Time is tracked as a transparency and capacity control — the retainer prices access and outcomes, not hours.

Term and renewal

> An initial term (typically three months), then month-to-month with thirty days' notice in either direction.
>
> The quarterly business review is the standing venue for rescoping — growing, shrinking, or ending the engagement are all ordinary outcomes of an honest review.

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