



My visit to Mumbai & Dubai:
Championing the Fractional Leadership Revolution
This month, I had the privilege of embarking on an impactful visit to Mumbai and Dubai, meeting with CHROs, CBOs, our experts, industry stalwarts and business partners to further the dialogue around the Fractional CXO model – a game-changing solution for the evolving workforce landscape.

The three roundtable sessions facilitated thought-provoking discussions on how fractional leadership is reshaping executive resourcing, especially in the financial services sector. With businesses seeking agile, cost-effective leadership solutions, the model offers a perfect blend of strategic expertise and operational flexibility. Key conversations revolved around the growing acceptance of fractional roles, how they bridge talent gaps in critical areas like digital transformation, compliance, and business growth, and the opportunities in the Middle East, Asia and emerging markets.

The visit marks an important step in FinGig.Pro's journey to become the leading platform for curated fractional talent, driving awareness and building the ecosystem for on-demand executive leadership.

Stay tuned for our upcoming White Paper that will delve deeper into these insights and the future of fractional leadership.



We released Episode 1 of our CXO Perspectives series- talking with Livia Lobo , a global HR Leader- talking on Human Resource Perspectives. It has garnered over 300 views and we look forward to your support in subscribing to the channel and circulating it within your networks

By deciding to take the proactive approach to gain traction to our initiative and taking a personal interest in all that we have embarked to make our platform the best in class, we are sure you will give your unstinted support and provide us valuable insights and suggestions to make our venture a one-of-a-kind forum.

Best. . . . Francis Dsouza

The Growing Importance of Cybersecurity for Banks

We address key issues in this section that we see as challenges faced by the industry and how we can assist under our "Solve for CXO" FinGig.Pro proposition



You will do well to remember that recent cybersecurity incidents highlight the need for stronger security measures in the banking sector:

Banking API Attacks Surge (India):

In December 2024, reports indicated a significant increase in cyberattacks targeting India-based banking organizations, with incidents doubling year-over-year. This surge highlights the escalating risk facing financial institutions in the region.

Rise in Cyberattacks in South Africa (2023)-

South Africa witnessed a 68% rise in ransomware attacks in 2023, marking a significant increase in cyber threats. These attacks affected various industries, leading to data breaches, financial losses, and operational challenges.

Increase in Cybersecurity Incidents in GCC

The GCC region, including countries like Saudi Arabia and the UAE, faced a surge in cybersecurity incidents in 2023, with organizations experiencing multiple identity-related breaches. These breaches led to unauthorized access to sensitive data, financial losses, and reputational damage.

These examples emphasize the importance of implementing advanced cybersecurity solutions for financial institutions.

StarcSec, in partnership with FinGig.Pro, offers a comprehensive Automated Security Posture Management (ASPM) platform designed to address these challenges. StarcSec's platform consolidates scanning results from multiple security tools, prioritizes vulnerabilities based on business context and risk exposure, and orchestrates the entire remediation process—transitioning banks from fragmented vulnerability management to intelligent, outcome-driven security operations.

By combining StarcSec's cutting-edge technology with FinGig.Pro's curated pool of Fractional CXO experts specializing in cybersecurity, risk, and compliance, we provide clients with an end-to-end solution—from identifying security gaps to ensuring faster, smarter remediation with the right leadership guidance.

How FinGig.Pro and Starcsec Can Help

FinGig.Pro and Starcsec, we are transforming the cybersecurity industries with seamless, secure, and scalable solutions. At FinGig.Pro, we connect domain experts with top-tier opportunities in a dynamic fractional marketplace. Meanwhile, Starcsec ensures businesses stay protected with cutting-edge cybersecurity solutions, safeguarding sensitive financial data.

Together, we create a powerful ecosystem where finance meets security, enabling organizations to thrive in an evolving digital world. Whether you're a financial institution looking to enhance security or optimize your operations, we've got you covered.

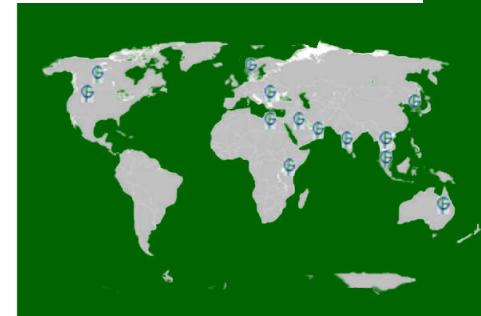


About our partner

StarcSec was founded by seasoned security veterans who identified the need for a centralized platform to streamline application security risk management. Their vision was to revolutionize the fragmented landscape of application security by creating a unified solution that integrates and orchestrates various tools, simplifying the complex world of application security. The company is built on the expertise of industry-recognized security practitioners with extensive backgrounds in cybersecurity, supported by a seasoned advisory board. This foundation ensures that organizations partnering with StarcSec have their security managed by capable hands.

To know more about the services message us at hello@fingig.pro





WELCOMING OUR GROWING NETWORK OF TOP-TIER EXPERTS

The financial industry is evolving rapidly, and at FinGig.Pro, we're at the forefront of this transformation. We are actively expanding our ecosystem of top-tier experts and strategic partners, ensuring financial institutions can seamlessly tap into specialized talent through the fractional model. This approach empowers firms to stay agile, optimize costs, and drive innovation without the constraints of traditional hiring.

Each month, we welcome a new wave of highly skilled professionals across diverse financial functions, strengthening our ability to deliver tailored solutions. Simultaneously, we are forging partnerships with industry leaders, equipping our clients with the expertise and tools needed to navigate today's complex financial landscape. Stay tuned for more exciting updates as our ecosystem grows!

Expert Human Resource Leaders

An experienced professional with expertise in human resources, finance, operations, and treasury management. Skilled in financial reporting, asset structuring, and strategic analysis he is based in Amman, Jordan.

A senior executive with a proven track record in HR operations, digital marketing, and business strategy. Specializes in compliance, organizational growth, and market strategy, is based in Bengaluru, India.

A seasoned HR professional with expertise in HR operations, policy development, and thought leadership. Focused on building HR frameworks and driving business growth is based in Dubai, UAE.

Dynamic Digital transformation expert

A dynamic business leader with extensive experience in digital transformation, fintech, and customer experience. Expertise in business strategy, acquisitions, and growth, located in Gurugram, India.

Seasoned Finance professional

A results-driven executive specializing in balance sheet management, business profitability, and brand marketing. Strong background in budgeting, project finance, and business strategy, based in Gurgaon, India.

A Fintech expert

A strategic leader with extensive experience in digital transformation, fintech, and governance. Skilled in program management, stakeholder relations, and operational risk, is based in Chicago, United States.

A quick recap of our unique proposition which is an end-to-end solution for a clients resourcing and business needs, delivered through a curated pool of senior, proven industry experts unmatched by typical Consulting or Search firms.

Business Solutions

Strategic Leadership & Advisory

Our 15-member core team of Managing, Consulting & Associate Partners are here to support at your fingertips

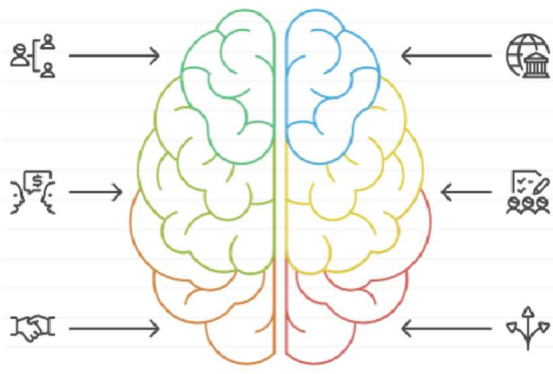
Experts-on-Demand - Key Projects

Curated pool of 170+ domain 'Experts' with proven experience bringing in-depth knowledge at CXO level to lead and deliver projects in any domain, with supporting project teams if required.

Innovative Business Partnerships

We have an outstanding set of Business Partners offering cutting-edge business solutions in Technology/Digitisation, Training, Research, Risk and much more.,

SOLVE FOR THE CXO



People Solutions

Executive Search - Full time roles

Leveraging our vast network of Partners and our Database.

Executive Search-Fractional or Part time

Fractional Experts for projects/ Gigs across multiple functions/geographies. Agile, Flexible, cost-effective deployment

Future-Ready Teams & Leadership

Functional Mentorship for aspiring leaders, build talent for Succession, Interim management and assist in transitioning from Fractional to full-time teams



The Rise of the Fractional CXO: The Gig Economy Goes Executive

*The 2023 Medium article by Carsten Krause, **The Rise of the Fractional CXO: The Gig Economy Goes Executive**, is more relevant today than ever.*

As businesses continue to navigate economic shifts, automation, and the evolving nature of work, the fractional executive model has gained traction across industries. What was once an emerging trend is now a widely adopted resourcing strategy, allowing companies to access top-tier leadership without the long-term financial commitment of full-time hires.

In today's landscape, startups, SMEs, and even large enterprises are increasingly turning to fractional CXOs to bring in expertise on a flexible, project-based basis. At the same time, seasoned executives are embracing this model as a means of greater autonomy, variety, and impact. As we witness the acceleration of this shift, it's valuable to revisit Krause's insights and understand why the gig economy is no longer just for freelancers—it's now shaping the future of executive leadership.

“The future of work isn't about jobs—it's about skills.” – Jacob Morgan

The gig economy is no longer confined to freelancers and blue-collar workers; it has climbed to the C-suite, redefining how leadership is structured. Economic shifts, layoffs, and corporate restructuring have led many seasoned executives to embrace fractional CXO roles, where they lend their expertise to multiple organizations on a part-time or project basis. This model is ideal for startups and SMEs, which often cannot afford full-time executive salaries but still require strategic leadership.

“Flexibility is the new stability in the modern workforce.” – Diane Mulcahy

With automation and AI transforming industries, traditional executive roles are evolving. Fractional leaders such as CIOs, CISOs, CFOs, CMOs, and CDOs offer specialized expertise without long-term commitments, making them a perfect fit for today's agile business environment. Companies gain high-level strategic insights, while executives enjoy flexibility, variety, and exposure to multiple industries.

Unlike conventional job roles, fractional CXO positions are rarely advertised. Success in this space depends on strategic networking, thought leadership, and personal branding. LinkedIn, industry events, and professional networks are powerful avenues for connecting with potential clients and positioning oneself as an expert. Executives must also be adaptive, expanding their skills to remain competitive in a fast-changing market.

Despite the flexibility and financial upside, fractional executives must navigate challenges, including job security, financial planning, and managing multiple commitments. Setting clear boundaries and expectations ensures a smooth workflow while preventing overextension or conflicts of interest.

For those ready to embrace the change, the fractional executive market offers endless possibilities. By leveraging networks, refining expertise, and cultivating a strong personal brand, executives can turn career transitions into transformative success stories in the new world of work.

Source: The Rise of the Fractional CXO: The Gig Economy Goes Executive – Carsten Krause

International News & Events

Fractional Executive Summit 2025: Held on February 25–27, 2025, in Charlotte, NC, this summit had business leaders and fractional executives to discuss scaling businesses, enhancing visibility, and leveraging strategic opportunities within the fractional economy. The event underscores the growing demand for fractional executives, offering companies specialized expertise without long-term commitments. menafn.com

Fractional CXOs in 2025: Industry experts predict that in 2025, fractional hires will become integral as organizations seek cost-effective, flexible expertise without long-term commitments. This approach ensures continuity while addressing immediate and future needs. glideapps.com

Sales Xceleration’s Expansion: Sales Xceleration has introduced a new team of expert Fractional VPs of Sales, dedicated to driving growth for small and mid-sized businesses. This move reflects the increasing adoption of fractional leadership to provide specialized skills without the expense of full-time hires. worklife.news+3finance.yahoo.com+3fractionalx.io+3

SHRM on Fractional C-Suite Growth: The Society for Human Resource Management (SHRM) reports that the fractional C-suite industry is booming, offering businesses growth opportunities without the cost of full-time hires. This trend provides companies with access to high-level expertise on a flexible basis. shrm.org

UPCOMING EVENTS



New episodes of both our Podcast series will be released this month. Don’t forget to watch and share



The Business partner training sessions will commence this month with 2 sessions planned on 2nd and 4th Friday, 230–330pm GST Partners presenting will be IxSights on KYC–AML & Intellect AI on Wealth Tech

We wish to reiterate from what the CEO mentioned at the outset that key conversations revolve around the growing acceptance of fractional roles, how they bridge talent gaps in critical areas like digital transformation, compliance, and business growth, and the opportunities in the Middle East. Asia and emerging markets.

The FGP Newsletter reflects the latest prospects and benchmarks in the fractional sector and we cover a wide range of ideas and offer practical solutions that are the need of the hour to make the sector forward looking, guided by innovation and technological needs.

Without your suggestions and enquiries our endeavours will fail to establish a dialogue with our stakeholders, which is our overriding philosophy.

Let your suggestions and idea flow to hello@fingig.pro

