



In the April issue I had talked about how FinGig.Pro was among the first Middle East & India entity to join the global Industry Association for Fractional Leadership. The Fractional Leadership Alliance (FLA) has been busy benchmarking the different roles that Fractional CXOs play in an organisation. Today, I am privileged to share with you a set of definitions brought together by unanimous consensus of all our members.

We hope that this will be the first of many collaborative projects that the FLA can contribute to the industry to further clarify, and standardise the value of Fractional Leadership. Since the Financial Services gig economy is a fast emerging sector, the role of leaders need to be understood in right earnest. To make matters easy, I am taking this opportunity to mark out the roles played by the Fractional Leader.

Beginning with Part-time and senior level roles, these leaders work in a senior leadership capacity but only on a part-time basis. Secondly, the leaders report to a Founder, Owner, President, CEO, Board or in limited cases, Line of Business Executives.

In the broader sense, Fractional Leaders provide strategic oversight and also drive business impact, rather than limit themselves to project-based outcomes. Moreover, unlike consultants or advisors, they hold a leadership position with direct accountability for outcomes. In other words, they are strategic leaders and not just executioners. Last but not the least they are in continuous engagement, typically engaged on an ongoing basis rather than for short-term projects.

We felt it was important for FLA to define roles in this nascent industry so that there is no confusion or misconceptions

Ideal Use Cases for Fractional Executives

- Growth-stage companies needing executive leadership without full-time costs.
- Businesses undergoing transformation or requiring specialized expertise.
- Organizations bridging leadership gaps.
- Companies seeking a competitive edge through targeted executive guidance.

Key Benefits:

1. Rapid Access to Expertise

- Immediate impact: Seasoned leaders accelerate decision-making and execution.
- Cross-industry knowledge: Bring diverse insights and best practices.

2. Cost Efficiency

- Lower overhead: Avoid full-time salaries, benefits, and long-term commitments.
- Flexible engagement: Pay only for the expertise you need.

3. Strategic Focus Without Disruption

- Results-driven approach: Fractional leaders prioritize high-impact initiatives.
- Seamless integration: Minimize internal friction while enhancing leadership capacity.

4. Rightsized Expertise

- The right talent at the earliest time in just the right amount.
- No loss in productivity due to multitasking.

5. Agility & Scalability

- On-demand leadership: Scale involvement as business needs evolve.
- Crisis & transition support: Fill leadership gaps during restructuring, M&A, or growth phases.

6. Fresh Perspective & Objectivity

- Unbiased insights: External viewpoints drive innovation and challenge assumptions.
- Reduced internal politics: Focus solely on business success.

7. Risk Mitigation

- Evaluate actual need before committing to a full-time hire.
- Lower hiring risks: Avoid costly mis-hires and leadership gaps.

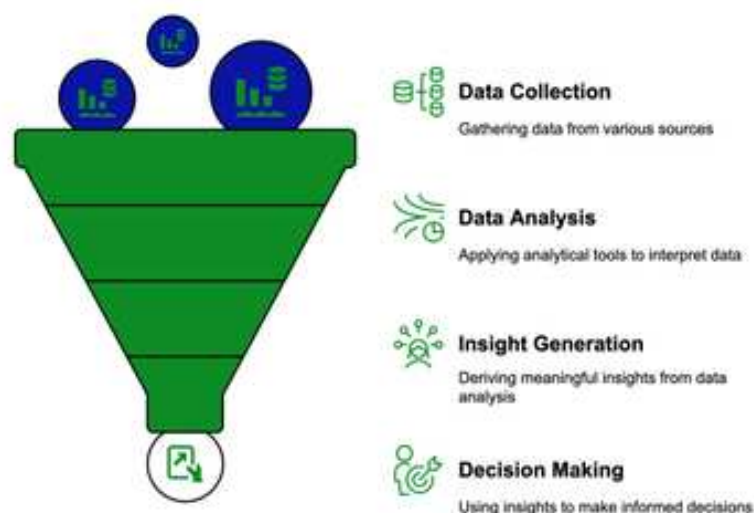


Why Financial Services Firms Must Prioritize Data-Driven Solutions



In the latest episode of FinGig.Pro's Expert Solutions podcast, we address a key opportunity for banking and financial services leaders: how to unlock the power of data analytics and AI to drive smarter decisions and tangible business outcomes. With vast amounts of data sitting across systems, many institutions still struggle to transform that information into action. The solution lies in combining deep domain knowledge with data science—something that FinGig.Pro and its analytics partner, G-Square Solutions, are committed to deliver.

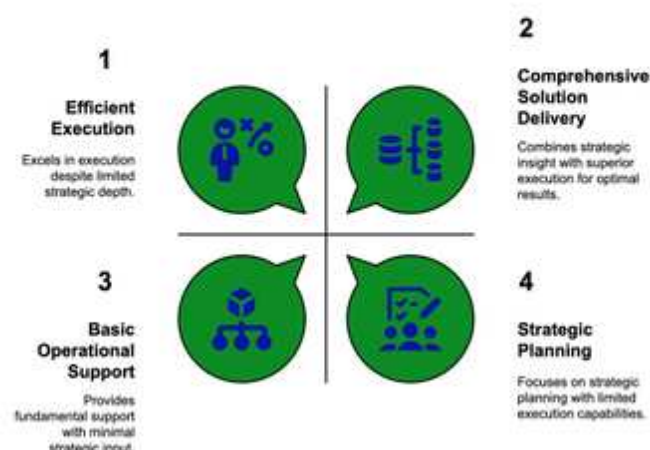
Transforming Data into Actionable Insights



Our guest, Gurpreet Singh—Co-Founder and Director of G-Square Solutions—brought valuable insights into how data can be harnessed across business intelligence, predictive analytics, and risk management. With over 54 marquee clients across the US, UK, Asia, and the Middle East, G-Square has enabled organizations to migrate to cloud data warehouses, implement BI dashboards, and develop AI/ML models that generate measurable business impact.

G-Square operates at the intersection of technology and financial domain knowledge. They have a host of offerings that include cloud data engineering and BI dashboarding among others. With offices in Mumbai and DIFC-Dubai, they serve BFSI clients as well as select verticals such as pharma and retail

Strategic and Executional Expertise in Financial Services



What sets this partnership apart is the ability of FinGig.Pro and G-Square to find solutions for the CXO—combining FinGig.Pro's deep strategic and functional expertise with G-Square's executional excellence in data science and engineering. For financial services organizations, this means:

- Identifying and addressing key business pain points (e.g., customer churn, credit underwriting, collections)
- Automating and improving regulatory and operational reporting
- Enhancing go-to-market and campaign efficiency through precise data-led targeting
- Building resilient, scalable data platforms that serve both today's needs and tomorrow's ambitions

Whether you're looking to kick off a cloud migration, develop AI-led insights, or simply streamline your reporting and decision-making process, FinGig.Pro and G-Square offer a joint, end-to-end solution—from defining the business need to executing the tech-driven answer.

As Gurpreet rightly said in the episode, "We are not here to consult—we're here to execute the business opportunity through data."

Stay tuned for more insights in the next episode of Expert Solutions—and let's start solving for the CXO, together.

Here's the link to the complete podcast:
<https://youtu.be/nAgVreXB8po>



Mentorship enables executives to RISE in their career confidently

A Harvard Business Review article highlights that 75% of executives credit their success to having mentors

Mentorship programs in the banking industry facilitate knowledge transfer, skill enhancement, and leader development. Experienced mentors provide guidance on banking operations, regulations, and best practices, aiding mentees in their professional growth.

But what does a business coach do?

A coach will typically work with the CEO/ CXO/Leadership team member on a one-to-one basis, helping define goals and objectives, which are mostly centred around business, competencies required for the role, but can also touch upon personal issues, as these can have a great impact on performance as well as happiness. A roadmap to success is set to achieve the main goals, and the coach will hold the leader accountable to the actions that they commit to.

Why is coaching becoming popular now?

Besides lack of awareness of what coaching consists of and how it benefits leaders and businesses, no CXO would willingly admit that they are being coached. Instead they feel embarrassed about it, but nowadays leaders feel proud of having a coach and sometimes even promote them. Moreover, VCs and boards are supportive of the coaching process as they perceive high return on investment for it.

First among equals

Coaching sets up a more equal partnership than any other found in the board room. 'First among equals' is the phrase often used to describe the role of the chair but the fact that the chair is responsible for how the board operates, inescapably puts them above the rest. No matter how egalitarian, a board chair can't confide in another director, any more than a manager can confide in a subordinate. By contrast, coaches enter a peer-like relationship with their 'counterparts' – the term today's coaches use in place of 'coachees' – where both parties are equally focused on addressing the same leadership challenge.

Non-executive directors, like chairs, are required to bring an 'independent mind' to their deliberations, which makes it difficult for directors to support one another. Ronald Heifetz, the Harvard professor who minted the term 'adaptive leadership', argues that to be effective, a leader needs to seek out partners who can 'go to the balcony' and report back with drone-like perspective on the leader's performance.

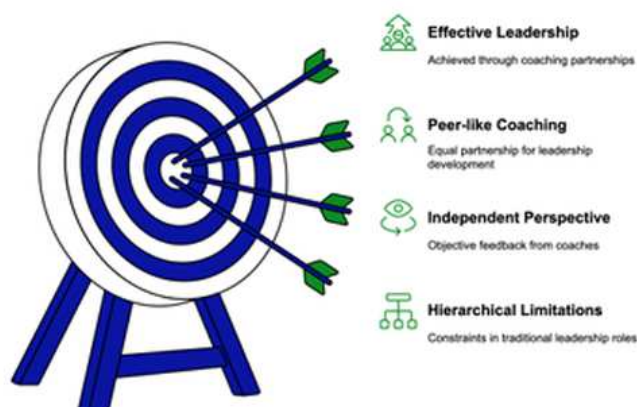
He describes leadership as simultaneously active and reflective. Heifetz argues that it is the partner's perspective that makes their allyship valuable. By being 'one step removed' coaches can be the partners leaders need. It is also a fact that CEOs can also benefit from organisational coaching. While team members might be close and supportive, the relationship is not equal. The hierarchy of the organisational structure puts the CEO above the rest, disqualifying colleagues as allies. Direct reports also have a clear conflict of interest. While a CEO might have (and should have!) a close and open relationship with their board chair, there are limits there too.

Coaching and mentoring?

In coaching, there is a set length of time for an engagement and a formal structure to the conversations.

Mentoring doesn't have these time constraints, and the structure of the meetings are more informal and more hands-on.

Leadership Coaching Dynamics



FinGig.Pro understands the power of Mentorship and we offer a competency based mentoring program called RISE:

-Resilience - emphasizing the resilience to overcome challenges

-Inspiration - inspiration for personal and professional growth

-Support - Ongoing support from mentor, stakeholders, partners

-Empowerment - the empowerment of individuals within the mentorship relationship

To know more about the program contact us at hell@fingig.pro

International News & Events

Talent shortage hits finance and accounting

Personiv, an eClerx division and a leading provider of finance and accounting outsourcing solutions, released its latest CFO Pulse Report: 2025 Talent Outlook which reveals a dramatic worsening of the finance and accounting talent shortage. The average number of open roles has increased 150% in just one year, with 87% of decision makers acknowledging the talent shortage—the highest percentage since the survey began in 2020 when just 63%

The Fractional CFO Playbook Event-London

An in-person networking event focused on fractional CFO insights, featuring a panel discussion on the transformation of accounting services and opportunities to connect with finance industry leaders shaping the future of finance

Gartner CFO & Finance Executive Conference-Maryland, USA

Senior finance executives discussing transformation, finance strategy, and leadership, likely touching on fractional leadership trends in finance

FEI's 2025 Financial Leadership Summit (May 18-20, 2025, Las Vegas):

This summit is focused on financial leadership and may include discussions relevant to fractional CXO roles,

ALREADY A FRACTIONAL CXO?
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WHY JOIN US?

- 1. Solve for CXO** - By leveraging the curated pool of senior experts like you, the firms 15 leaders who are all ex-senior bankers and over a dozen Business Partners who provide cutting edge solutions, we address any client challenges
- 2. Power of One** - You stay independent, but never isolated. We bring the network, structure, brand backing, while you bring leadership
- 3. A Peer community** - leverage, network, brew connections

"What really stood out to me about FinGig.Pro was how refreshingly human the whole onboarding experience felt. It's not just some AI-driven form—you actually feel heard. They genuinely believe that great leadership matches are made through real conversations, not just algorithms."




Spread the word-Refer your friend or colleague

We are open for new registrations of experts from the Financial Service industry and from the following functions:

1. Markets & Treasury
2. Compliance & Fraud
3. Risk across Operational, Credit, Assurance, Audit
4. Technology, Cybersecurity
5. Marketing, Insights, Data Analytics, AI-ML
6. Chief Business Officers - SME, Secured, Unsecured, Payments, Cash Management, Trade, Corporate etc
7. PMO & Projects
8. Operations, Digitisation etc

If your friend or ex-colleague looking at being part of a Fractional CXO platform then please do refer them to join the platform (registrations can be done at www.fingig.pro)

At FinGig.Pro we are committed to build the Fractional CXO movement and as our CEO clearly spelt out the definition of the Fractional Leader and shared how the Fractional Leadership Alliance (FLA) has been busy benchmarking the different roles that Fractional CXOs play in an organisations. He brought in clarity by sharing a set of definitions brought together by unanimous consensus of Alliance members.

We look forward to your suggestions, enquiries and references or our endeavours will fail to establish a dialogue with stakeholders, which you may be well aware is our overarching philosophy. Email us at hello@fingig.pro

