

Before we describe the Services we offer, it is best to understand that the various levels of service are broken down in terms of time, effort, complexity, and relative cost. Cost is derived based upon scope, complexity, access to people and information, and level of effort.

- **Virtual:** 10% or less time commitment, typically 1-4 hours/week
 - Highly fractional, advisory leadership responsibility.
- **Fractional:** 20%-80% time commitment, 1-4 days/week
 - Part-time leadership responsibility, where full-time dedication is not necessary nor affordable.
- **Interim:** 100% time commitment, 5 days/week
 - Full-time leadership responsibility during unplanned or forced vacancy.
 - Excellent option for transitional periods.
 - Typically, requires a six-month minimum engagement.

Fairmeadow Technology Advisory Services offers the following set of services to its clients, with a focus on the application of technology to business problems to provide solutions relative to strategy, delivery, and scale.

The following are the set of **Interim and Fractional CTO Services** offered:

- Temporary or Transitional Technology Leadership
- Technology Strategy Development
- Portfolio Strategy and Management
- Product Development Support
- Testing and QA Support
- Creating a DevOps Culture
- Application Security
- Vendor Selection and Management
- Organizational Design

The following are the set of **Organization & Operations Based Services** offered, the cost of which are determined based on scope, level of effort, access to people and information, and complexity:

- **Audits**
 - Brief engagement, 2-4 weeks in duration.
 - Initial broad-brush assessment of the situation with high-level recommendations.
 - Low-cost offering.
- **Discovery**
 - Commitment to moving forward with a meaningful engagement.
 - Deep dive with leadership team, key members of organization, partners, vendors, customers, etc.
 - Typically, 1-3 months in duration.
- **Operational Planning**
 - Create a detailed Operational Plan based on the information collected during the Discovery phase.

- The Operational Plan includes a prioritized set of activities the company or group will undertake aligned with strategic goals and objectives.
- Budgets, staffing, infrastructure, security, etc. tied to the plan need to be planned during this phase.
- Typically, 1-3 months in duration.
- **Implementation Phase**
 - Based on the Operational Plan, activities need to be planned, staffed, delivered, and reported on.
 - Embed an advisor into the team to make sure the processes, tools, and culture are in place to execute the contents of the Operational Plan.
 - Typically, 1-3 months in duration.
- **Project-based Opportunities**
 - Open to project-based work with pricing determined by the value added to the company.
 - Add another experienced seasoned leader to your team to take on an important or difficult project your existing team either does not have the capacity or experience to address.

The following are the set of **Ancillary Services** offered:

- **M&A Due Diligence**
 - Assessing potential targets.
 - Preparing for sale or transfer of assets.
- **Post-Acquisition Integration Strategies**
 - Create a post-acquisition integration plan to properly integrate the new asset into the existing business.
- **Trusted Advisor**
 - Add an experienced, trusted advisor to the team to provide an objective opinion on strategic initiatives or critical decisions facing the company.