

FRACTIONAL CHIEF STRATEGY & OPERATIONS OFFICER (CSOO)

ALIGN - STABILIZE - GROW

COMPANY OVERVIEW

Hasta Advisors, LLC is a federally and NY State certified Service-Disabled Veteran-Owned Small Business (SDVOSB) delivering strategic advisory, construction management, compliance, and facilitative project delivery services. As your Fractional Chief Strategy & Operations Officer, I deliver executive-level leadership that drives growth by aligning business development, operations, and financial performance. My role is to help your construction company win more, scale smarter, and position itself for long-term market leadership without the overhead of a full-time CSOO.

THE CHALLENGE

When construction firms encounter turbulence, such as stalled leadership, weak communication, declining margins, or reactive decision-making, traditional consulting or CFO work often cannot address the root cause. These firms need **strategic clarity, operational discipline, and leadership alignment**.

THE SOLUTION

Hasta Advisors provides hands-on, embedded leadership to re-establish clarity, rebuild structure, and reignite growth. We function as a **temporary Chief of Staff and COO hybrid**, bringing order, cadence, and focus to teams in transition.

CORE SERVICES

- Leadership & Organizational Assessment
- Operational Performance Review & Playbooks
- Performance Cadence & Accountability Systems
- Business Development & Growth Strategy
- Strategic Roadmap & Leadership Coaching

OUTCOMES WITHIN 100 DAYS

- Unified leadership team and decision rhythm
- Operational structure restored and reporting standardized
- Backlog realigned to profitable, strategic clients
- Field-to-office accountability and communication clarity
- 12-month growth roadmap ready for execution

IDEAL CANDIDATES

CONTRACTORS WITH:

- \$15M-\$100M revenue and fragmented leadership
- Underperforming operations or stalled growth
- Rapid expansion without structure
- Upcoming transition (succession, acquisition, or reorg)

WHY PARTNER WITH HASTA ADVISORS

- Veteran-led, mission-driven leadership combining 25 years of operational experience and \$2.1B in delivered capital projects, transforming complex challenges into structured, high-performance outcomes.
- Proven ability to lead and restructure operational teams under pressure
- Deep experience aligning strategy, business development, and execution
- Hands-on, not advisory execution of change and growth systems



Contact:

Roger Daub – President

Hasta Advisors LLC

Denver | New York | Philadelphia | Austin

PH: 970-643-4928

roger@hastaadvisors.com

www.hastaadvisors.com