

FRACTIONAL CHIEF OF STAFF

TRANSLATING VISION INTO VELOCITY

COMPANY OVERVIEW

Hasta Advisors, LLC is a federally and multi-state certified Service-Disabled Veteran-Owned Small Business (SDVOSB) delivering strategic advisory, construction management, compliance, and facilitative project delivery services. As your Fractional Chief of Staff, 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 Chief of Staff.

THE CHALLENGE

In high-performing organizations . . . clarity not control, drives momentum. When leadership becomes stretched thin, priorities blur, and communication breaks down, execution suffers. The **Fractional Chief of Staff (CoS)** brings structure, alignment, and accountability to your executive operations, ensuring vision, strategy, and execution move in sync. Hasta Advisors delivers embedded, short-term Chief of Staff leadership for construction firms, utilities, and capital program operators navigating periods of growth, transition, or restructuring.

THE SOLUTION

Create clarity, enable execution, and amplify leadership capacity.

The Fractional CoS is the **force multiplier** for senior leadership, bridging the gap between strategic intent and operational delivery. We focus on the systems that enable decisions, coordination, and accountability not on bureaucracy or reporting layers.

TYPICAL ENGAGEMENT SCENARIOS

- Owner or President overwhelmed by competing demands and information flow
- Executive team lacking structured communication or meeting discipline
- Strategic initiatives stalling between departments
- Business scaling faster than leadership bandwidth
- Upcoming transition (succession, new division, or reorganization)



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KEY FOCUS AREAS

- **Leadership Alignment** - Executive team coordination, leadership cadence, cross-functional communication.
- **Operational Rhythm** - Meeting structure, agenda control, decision logs, action tracking.
- **Strategic Initiative Management** - Translating strategy into executable plans.
- **Internal Communications** - Information flow, briefings, and reporting systems.
- **Staff Development** - Coaching emerging leaders, defining responsibilities.

Contact Hasta Advisors today to learn more about our 12-week engagement program and execution plan