
SERVICE OVERVIEW

Fractional Technology Leadership

CIO · CISO · CTO · Chief Architect

Executive technology leadership without the full-time hire. A seasoned technology executive with real operational experience, fully embedded in your organization, genuinely accountable to your goals, and structured to build your team's capability rather than create dependency.

6-24 Months

Long enough to actually change things

4 Roles

CIO, CISO, CTO, Chief Architect

Real Seat

Not advisory; accountable leadership

EXECUTIVE SUMMARY

A real seat, not an advisor

Fractional Technology Leadership places a seasoned technology executive, a CIO, CISO, CTO, or Chief Architect, inside your organization on a part-time basis with genuine authority and accountability. This is not advisory work. The executive sits at your leadership table, owns the technology agenda, manages your vendors, and drives the initiatives your operation needs. Every engagement is structured to end with your organization in a stronger position: a permanent leader hired or developed internally, with a clean handover and full context transferred.

PROBLEM STATEMENT

Decisions that need an owner

Most mid-market operators do not have a full-time technology executive. The decisions that require that seat end up with nobody owning them, or with the wrong person making them.

Major systems decisions without expertise

A \$2M ERP or WMS selection should not rest on the VP of Operations and a software vendor's recommendation. Someone with no conflicts needs to own it.

Security with no one accountable

Fleet systems, building controls, field access, shared contractor credentials, untested backups. This is a CISO problem, if you had one.

Transformation with no roadmap

Leadership knows technology needs to change. Nobody in the building has the experience to define what that means for your operation and then lead the execution.

Vendors without anyone managing them

Software vendors, MSPs, and consultants operating without clear accountability to your business outcomes. You are paying for services with no one on your side holding them to it.

WHY THIS SERVICE EXISTS

Why the fractional model works

A full-time technology executive costs \$250K to \$450K and takes six to nine months to hire. A fractional executive costs a fraction of that, starts in weeks, and brings a firm's depth of operational experience rather than one person's. The model exists for operators who need the seat filled now, with the engagement deliberately structured to develop or hire a permanent successor rather than create ongoing dependency.

8 wks

typical time from first conversation to active leadership, versus 6–9 months for a full-time hire

1–3

days per week of dedicated executive time, structured around what your operation needs

Transition

every engagement develops or hires a permanent successor; no ongoing dependency

OUR APPROACH

Four phases. Built to transfer ownership.

1

Role Definition

WEEKS 1–2

Scope the seat precisely, agree on time commitment and schedule, define success metrics and priorities, and align with the leadership team on authority and accountability.

2

Onboarding & Rapid Assessment

MONTH 1

A 30-day immersion: site time, systems review, team assessment, vendor relationships, and strategic priorities. We do not lead until we understand what we are leading.

3

Active Leadership

MONTHS 2–18+

Attend leadership meetings, own the technology strategy, manage vendors, build team capability, and drive the initiatives your operation needs, with real authority.

4

Transition Planning

FINAL 2–3 MONTHS

Define the successor profile, assist with hiring or develop an internal candidate, run structured knowledge transfer, and complete a clean handover.

ENGAGEMENT TIMEFRAME

Structured to your situation

6–24 Months

Long enough to actually change things

Weekly Commitment	1–3 days / week typical
On-site	Yes, presence required
Start Date	Typically within 4–6 weeks
Notice Period	Agreed at engagement start

ABOUT US

About Three Ventures

Three Ventures Technology, Inc. is an independent, outcome-driven consultancy built on data work since 2012. We serve the backbone of the economy: manufacturing, logistics and distribution, construction, supply chain, energy, field services, unions and the trades, and agriculture. We work in partnership with operators, embedded in the operation and accountable to your outcomes, never to a software vendor's agenda. From AI readiness and data governance to fractional technology leadership and M&A support, every engagement is designed to leave your organization stronger and able to sustain the work without us.

CONTACT
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Ready to fill the technology leadership gap?

Every engagement starts with a conversation about your situation. Tell us which seat you need and what is at stake. Visit threeventures.com to get started.

SCHEDULE A DISCOVERY CALL