



Fractional PM
Services, LLC

EXECUTIVE

SERVICES GUIDE

Enterprise Discipline. Fractional Flexibility.

Experienced leadership for strategic, complex, and at-risk initiatives.

Fractional PM Services helps organizations create clarity, establish accountability, and build momentum - without the cost and complexity of a full-time executive or large consulting firm.

Creating Clarity. Establishing Accountability. Building Momentum.

Version 1.1

01 Executive Overview

A practical guide to how we help organizations deliver important initiatives.

Fractional PM Services provides executive-level program and project execution leadership for organizations that need experienced delivery without the cost and complexity of a full-time executive or large consulting firm.

We partner with leaders who are managing strategic, complex, or at-risk initiatives and need more than project administration. They need someone who can align people, priorities, governance, and delivery around meaningful business outcomes.

Our value proposition

Senior-level leadership, disciplined execution, and objective guidance - provided at the level and duration the initiative requires.

Inside This Guide

02	When Organizations Need Us	Common conditions that signal a need for experienced project leadership.
03	The Fractional PM Services Method™	Five connected phases from uncertainty to sustainable execution.
1–5	Service Pages	Five practical engagement options matched to different levels of need.
04	How Services Work Together	Flexible entry points and a clear path for deeper support.
05	Why Fractional PM Services	The leadership model, differentiators, and experience behind the work.
06	A Practical Place to Start	A focused next step for organizations seeking clarity and confidence.

02

When Organizations Need Us

Important work is underway - but execution is becoming harder to sustain.

Organizations rarely struggle because they lack talented people or good ideas. More often, initiatives lose momentum because priorities compete, ownership becomes unclear, decisions are delayed, and leaders are forced to coordinate projects alongside daily operations.

Common Engagement Triggers

A strategic initiative needs an experienced owner.

The work matters, but no one has the capacity or authority to lead it end to end.

A project has lost structure, visibility, or momentum.

Leaders cannot reliably see where the initiative stands, what is at risk, or what must happen next.

Governance and reporting are inconsistent.

Roles, decision rights, meeting cadence, and performance information are unclear or fragmented.

Multiple teams, vendors, or priorities require coordination.

Dependencies and competing demands are creating delays, rework, or unresolved conflict.

Leadership needs support - but not a full-time hire.

The organization needs senior judgment and execution discipline on a flexible basis.

A modernization or operational improvement effort is becoming complex.

The initiative requires structured planning, stakeholder alignment, risk management, and executive visibility.

The result we create

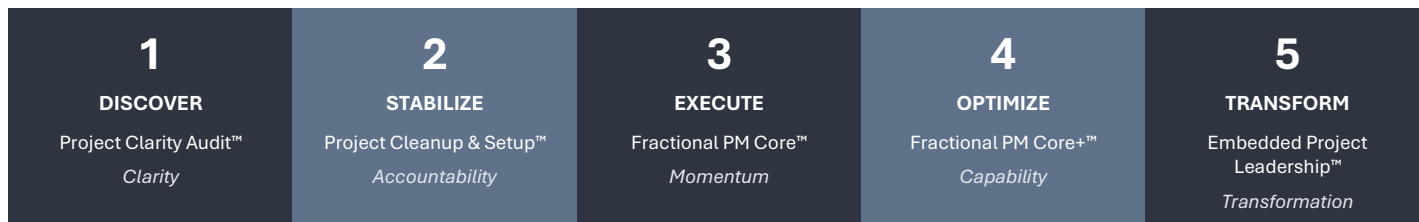
Clear priorities. Defined ownership. Better executive visibility. Faster decisions. Reduced execution risk. More predictable delivery.

03

The Fractional PM Services Method™

A five-phase path from uncertainty to sustainable execution.

The Method organizes how clients enter, progress through, and expand a relationship with the firm. Each phase stands on its own, while connecting logically to the next level of support.



How the Operating Philosophy Works Across the Method

Every phase should create clarity, establish accountability, and build momentum. The emphasis changes as the engagement evolves, but none of the three outcomes disappears.

- Discover places the greatest initial emphasis on understanding the current state.
- Stabilize converts clarity into practical ownership, governance, and controls.
- Execute sustains momentum through disciplined day-to-day leadership.
- Optimize strengthens visibility and execution capability across multiple initiatives.
- Transform embeds stronger leadership, governance, and delivery practices into the organization.

Flexible by design

Clients do not have to begin at Phase 1. The \$199 Project Clarity Audit™ is the standard public entry point, but qualified referrals, repeat clients, and clearly scoped opportunities may begin directly with Cleanup & Setup™, Core™, Core+™, or Embedded Project Leadership™ when another Audit would add no value.

1

DISCOVER

Project Clarity Audit™

A focused \$199 paid entry point that identifies the apparent execution barrier, clarifies immediate priorities, and recommends the right next step.

Best for leaders who want experienced perspective on one project or execution concern before committing to a larger engagement.

What We Explore

- Why the initiative matters and the desired result
- Priorities, ownership, and decision authority
- Visible risks, blockers, and coordination gaps
- Governance and communication concerns
- Scope, assumptions, and current expectations
- Where momentum is being lost
- The dimensions most relevant to the concern
- The most practical next step

What You Receive

- Project Clarity Summary
- Primary observations
- Immediate priorities
- Recommended next step
- Optional follow-up proposal when appropriate
- No obligation to continue

Client outcome

The leader leaves with greater clarity about the apparent problem, the most important immediate priorities, and whether the next step should be Cleanup & Setup™, ongoing leadership, self-managed action, referral, or no action.

STANDARD ENGAGEMENT

45-minute video session • \$199 paid at booking • Short intake • Optional review of one or two concise documents • Concise follow-up summary

2

STABILIZE

Project Cleanup & Setup™*Build the governance and management foundation required for confident execution.*

Best for projects that need governance, ownership, planning, reporting, controls, and a reliable execution rhythm. Cleanup & Setup™ may follow the Audit or begin directly when the structural need is already understood.

What We Establish**Governance**

Project charter, decision authority, stakeholder roles, steering structure, and practical escalation paths.

Planning

Milestones, dependencies, assumptions, resource visibility, and a realistic high-level delivery plan.

Controls

RAID, action, change, and decision management; risk visibility; issue ownership; and follow-through.

Communication

Meeting cadence, status reporting, executive dashboard, steering materials, and a structured project repository.

Success Criteria

- Leadership understands current project status.
- Every major deliverable and decision has an owner.
- Reporting is predictable and decision-ready.
- Risks, issues, and changes are visible and actively managed.
- Meetings have a clear purpose and produce action.
- The team can begin or resume execution with confidence.

Client outcome

A controlled execution environment with clear ownership, practical governance, and the minimum effective structure needed to move forward.

3

EXECUTE

Fractional PM Core™

Provide ongoing project leadership that keeps important initiatives moving.

Best for organizations that need experienced ownership, coordination, and executive reporting - but do not require a full-time senior project manager.

The Role We Play

Project leader	Executive advisor	Facilitator	Risk and issue manager
Governance lead	Communication hub	Accountability partner	Trusted advisor

Ongoing Leadership Responsibilities

- Maintain the integrated project plan and milestone forecast.
- Lead project meetings and coordinate stakeholders.
- Manage risks, issues, decisions, dependencies, vendors, and changes.
- Prepare concise executive reports and facilitate timely decisions.
- Monitor project health and maintain delivery momentum.
- Support sponsors and coach internal team members.

Typical Cadence

Weekly

Project status, action and RAID review, stakeholder coordination, and executive update.

Monthly / Quarterly

Steering review, dashboard, strategic alignment, benefits check, lessons learned, and roadmap update.

Client outcome

Plans become progress through consistent leadership, transparent communication, and disciplined execution.

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OPTIMIZE

Fractional PM Core+™

Strengthen execution across multiple projects, priorities, and governance structures.

Best for growing or complex organizations that need portfolio visibility, consistent practices, and executive-level coordination beyond a single project.

Business Challenges Addressed

- Projects competing for the same resources.
- Multiple reporting formats and inconsistent management practices.
- Limited executive visibility across the portfolio.
- Cross-project dependencies that are not actively coordinated.
- Difficulty balancing operations with strategic initiatives.
- A need to establish or strengthen PMO capability.

Scope of Services

• Portfolio reviews and prioritization	• Executive advisory support
• PMO guidance and governance optimization	• Cross-project dependency and resource visibility
• Executive portfolio dashboards	• Benefits realization and strategic risk oversight
• Project manager coaching	• Organizational maturity improvement

Client outcome

Leaders gain better portfolio visibility, more consistent governance, improved resource alignment, and stronger strategic decision-making.

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TRANSFORM

Embedded Project Leadership™

Integrate senior execution leadership into critical initiatives and organizational change.

Best for organizations managing enterprise transformation, significant growth, major recovery efforts, new PMO development, or sustained strategic change.

Typical Leadership Roles

Interim PMO Director	Fractional Director of Program Management	Executive Program Lead
Transformation Office Leader	Strategic Program Advisor	Chief Project Officer (Fractional)

Leadership Responsibilities

- Participate in executive planning and leadership-team decision-making.
- Lead strategic initiatives, portfolios, transformation efforts, or PMO development.
- Establish governance and board- or executive-level reporting.
- Improve organizational processes, execution maturity, and benefits realization.
- Coach leaders and project managers while transferring knowledge.
- Plan for a sustainable transition to internal ownership.

Client outcome

The organization strengthens its ability to execute strategic priorities while preserving an independent, objective leadership perspective.

OUR TRANSITION PHILOSOPHY

The objective is not permanent dependency. It is stronger internal capability, sustainable governance, and confidence that remains after the engagement concludes.

04

How the Services Work Together

Flexible entry points. Connected outcomes. No forced progression.

Each service provides a clear outcome today while creating a practical path to deeper support when the client needs it. The sequence is designed to preserve continuity - not force expansion.

Client situation	Recommended entry point	Primary result
Leaders need focused clarity on one project or execution concern.	Project Clarity Audit™ - \$199	Immediate priorities and recommended next step
A project needs structure before execution can succeed.	Project Cleanup & Setup™	Governance and accountability
A strategic initiative needs ongoing senior leadership.	Fractional PM Core™	Disciplined progress
Multiple projects require portfolio coordination.	Fractional PM Core+™	Visibility and execution capability
Critical change requires integrated executive leadership.	Embedded Project Leadership™	Sustainable transformation

Three Common Client Paths

Audit → Stabilize → Execute

A leader begins with the focused \$199 Audit, moves into Cleanup & Setup™ when structure must be built, and then continues with Core™ when ongoing leadership is needed.

Execute → Optimize

A defined initiative begins with Fractional PM Core™ and expands into portfolio-level coordination as the organization grows.

Transform → Transition

Embedded leadership guides a critical period, builds stronger internal capability, and transfers ownership through a deliberate transition.

The right starting point is determined by the organization's current condition, leadership capacity, initiative complexity, and desired outcome.

05

Why Fractional PM Services

Experienced leadership without unnecessary complexity.

Clients work directly with the person responsible for helping them achieve results. There are no junior-team handoffs, unnecessary layers, or oversized consulting structures.

Our Differentiators

Direct senior leadership

Every engagement is led by a PgMP® and PMP® professional with more than 30 years of leadership experience.

Enterprise discipline

Proven program and project practices shaped in complex government, defense, intelligence, technology, operational, and commercial environments.

Right-sized governance

The minimum effective structure needed to clarify authority, manage risk, make decisions, and maintain visibility.

Practical execution

Recommendations are designed to work in the client's environment - not merely satisfy a framework.

Flexible engagement

Support can begin with assessment, stabilization, ongoing project leadership, portfolio oversight, or embedded executive leadership.

Leadership—not Labor

The service is experienced judgment, accountability, and execution leadership - not temporary administrative staffing.

Leadership

TIM BASHAM

PgMP®, PMP®

Founder & Principal Consultant

Tim brings more than three decades of leadership across government, defense, intelligence, technology, operations, and commercial organizations.

His experience includes mission-critical programs, geographically distributed teams, multimillion-dollar contracts, and executive stakeholder environments where disciplined execution and sound judgment were essential.

06

A Practical Place to Start

Begin with clarity, then choose the level of support the initiative requires.

Many client relationships begin with the \$199 Project Clarity Audit™ - the firm's single public entry point for serious prospects seeking focused clarity before a larger commitment.

Project Clarity Audit™

\$199 | 45-minute video session

A focused paid session that identifies the apparent execution barrier, clarifies immediate priorities, and recommends the most practical next step. The standard Audit includes a short intake and concise Project Clarity Summary. It does not include formal scoring, multiple stakeholder interviews, a 90-Day Momentum Roadmap™, or implementation work.

What Happens Next

1	Book and prepare	Select the existing Project Clarity Audit™ meeting, pay \$199, and complete the short intake questionnaire.
2	Focused Audit	We discuss the initiative, desired outcome, visible barriers, ownership, governance, risk, communication, and momentum.
3	Clarity Summary	You receive concise observations, immediate priorities, and a recommended next step.
4	Proceed only when useful	When appropriate, you receive a focused proposal for Cleanup & Setup™, Core™, Core+™, or Embedded Project Leadership™.

Start with Project Clarity

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