

A Fractional COO isn't a one-size-fits-all solution, but it's designed to meet the needs of many small nonprofits. The following signs can help you assess whether this is the right move.

Signs Your Organization Could Benefit from a Fractional COO

1. You're stuck at an operational standstill.

If your operational systems have been stagnant, or key operational decisions aren't being made and you're struggling to grow beyond your current level, a Fractional COO provides the strategic insight and hands-on implementation to break through the morass.

2. Your ED is drowning putting out operational fires, overwhelmed with non-leadership responsibilities.

When your Executive Director is spending more time managing operations than leading the organization, it's time for expert support. A Fractional COO takes that burden off their shoulders.

3. You can't afford a full-time senior Operations Director.

If you need experienced C-level operational leadership but your budget says otherwise, a Fractional COO gives you access to that expertise without the full-time price tag.

4. You've experienced high turnover in junior operational roles.

Tired of the constant cycle of hiring, training, and losing staff? A Fractional COO provides continuity and builds systems that remain intact — regardless of personnel changes.

5. You've worked with consultants but struggled with implementation.

Advice without execution is just advice. A Fractional COO doesn't hand you a plan and walk away — they stay engaged through implementation and help you see it through.

6. You're ready to invest in systems but want to ensure a strong ROI.

You're upgrading technology, integrating new platforms, or redesigning workflows and the options seem endless. A Fractional COO brings experienced, data-informed judgment to those decisions — with lower risk and higher return than going it alone.

7. Your ED is holding it all together and is on the verge of burnout.

Being the Chief Everything Officer takes a physical and mental toll. A Fractional COO doesn't just lighten the operational load, they show up as a thought partner who can strategize alongside you and help build the infrastructure your organization deserves

The goal isn't just to add another process — it's to build a sustainable, effective operational foundation that supports your mission for years to come.

If you're ready to move from *exhaustion*, holding it all together — to *leading* a thriving organization not dependent on any one person — a Fractional COO may be your next strategic move.