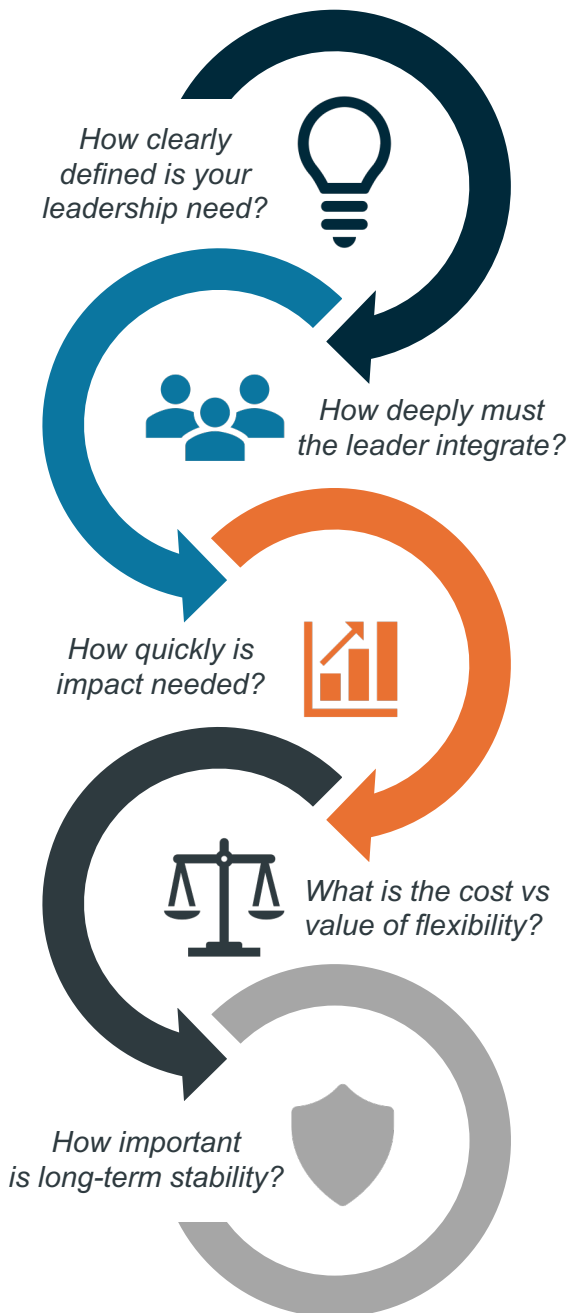


Talent Needs Assessment: Full-time or Fractional?

Emerging and growth-stage life sciences and healthcare organizations have more options than ever when building their leadership teams. Incorporating this assessment into your talent planning process, rather than waiting for an urgent need, can lead to more informed and strategic hiring decisions. Use the framework below as a tool when assessing whether your next key role is best filled by a full-time or fractional leader.



Needs & Long-Term Vision

Does the role require a dedicated presence or can it function effectively with a part-time arrangement? How do you see the scope and skill set evolving over time?

Organizational Readiness & Culture

Does the role require a deep level of integration within the team and company culture? Is your organization structured to successfully leverage a fractional leader's impact?

Flexibility & Growth Trajectory

How quickly will this hire need to ramp up, and do you have the operational flexibility required to adjust scope and cost as the business scales and needs shift?

Budget and True Costs

When factoring in salary, bonuses, and overhead, which model – full-time or fractional – will deliver the greatest return on investment?

Risk & Commitment

What is the greater risk to your business: committing too early to a full-time hire, or waiting too long and leaving a critical gap unfilled?



Executive Search

Leslie Loveless
CEO & Managing Partner
317.727.5050
leslie@slonepartners.com



Fractional Talent

George Quinn
Partner, Fractional Talent
440.653.1595
georgeq@slonepartners.com

SLONEPARTNERS
PEOPLE ARE OUR SCIENCE®

888.784.3422 www.slonepartners.com