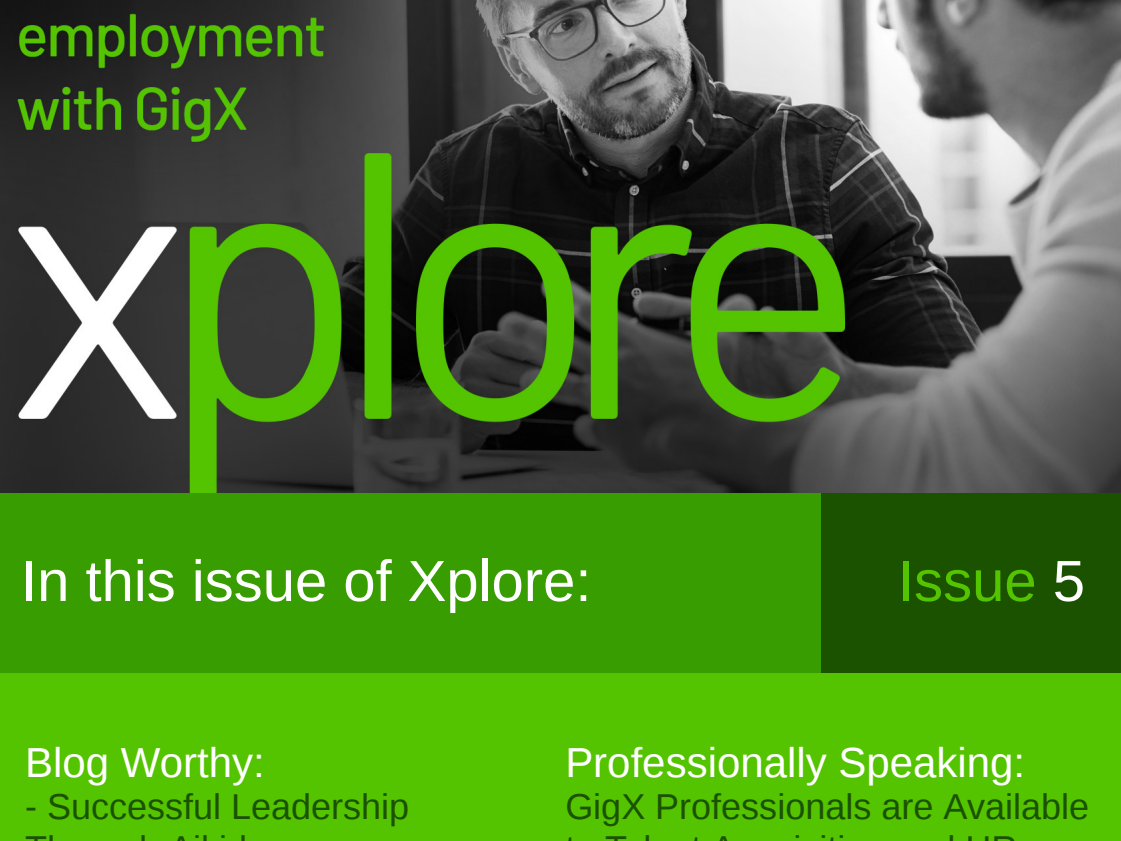


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**GIGX** The World's #1 Fractional CxO Directory



Exploring the world of fractional employment with GigX

# xplore

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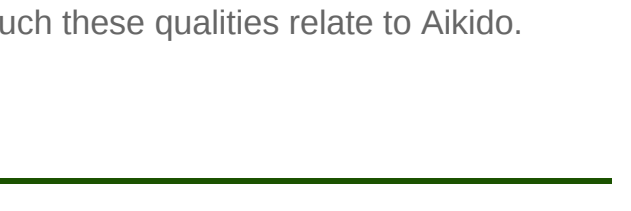
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## BLOG WORTHY

### Successful Leadership Through Aikido

#### SUCCESSFUL LEADERSHIP THROUGH AIKIDO

BY CHARN PENNEWAERT



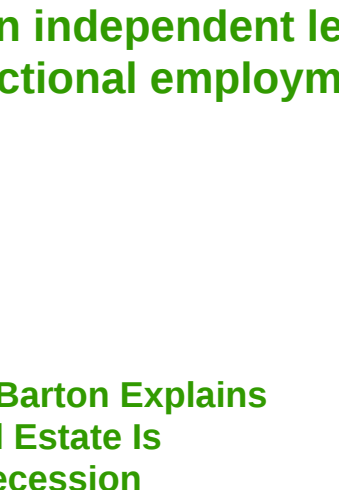
When you think of a successful business leader, some attributes that may come to mind are resilient, collaborative, resourceful, patient, controlled and giving among other positive characteristics. However, most people don't know how much these qualities relate to Aikido. [READ MORE](#)

### How Your Company Can Make a Difference Using SMART

**S** SPECIFIC  
**M** MEASURABLE  
**A** ACTIONABLE  
**R** RELEVANT  
**T** TIME-BOUND

If you want to make a difference, but you're not sure where to start, there's no need to reinvent the wheel. Our old friend the SMART acronym has been helping us get stuff done for a long time so let's just jump into it. [READ MORE](#)

## INDEPENDENTLY SPEAKING



Current articles on independent leadership, the Gig Economy, and fractional employment

### Inc.

Zillow Founder Rich Barton Explains Why Residential Real Estate Is Booming During a Recession [READ ARTICLE](#)

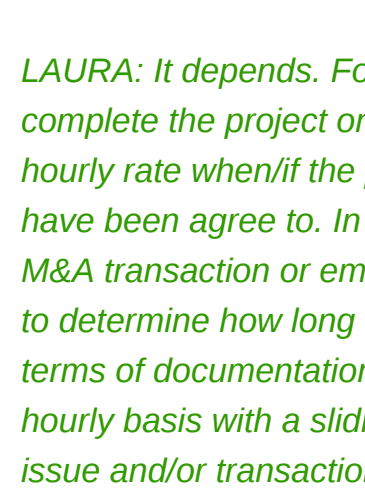
### Bloomberg

Millions of U.S. Jobs to Be Lost for Years, IRS Projections Show [READ ARTICLE](#)

### Forbes

New Research Suggests The Future Of Work Is A Flexible One [READ ARTICLE](#)

## THE X FACTOR



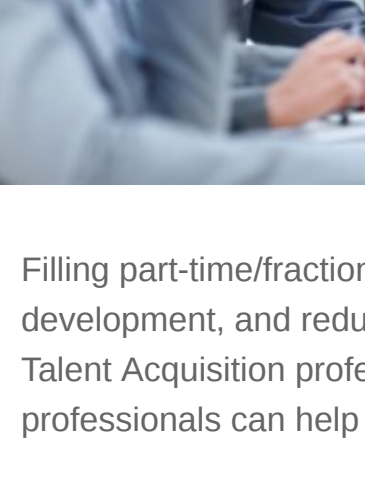
**Laura Hunter** [MEMBER PROFILE](#)  
 Fractional Chief Legal Officer

For what type of companies have you performed Fractional CxO work?  
*LAURA: Medical device, Biotech, Staffing, SAAS, AR/VR, Physician Practices, Specialty Pharma, Data Warehousing, Prescription Skincare, Precision Medicine.*

How are your fractional engagements typically structured, in terms of the number of days you work and the length of the engagement?  
*LAURA: It depends. For certain projects that are well-defined, I will complete the project on a flat fee basis subject to conversion to an hourly basis when/if the project exceeds the defined parameters that have been agree to. In other cases where it is difficult (a financing, M&A transaction or employment dispute for instance) where it is difficult to determine how long the project will take and what it will entail in terms of documentation, negotiation etc., then I usually charge on a hourly basis with a sliding scale depending on the complexity of the issue and/or transaction. I will also give an hourly estimate up front and when we get close to reaching that cap, will then agree to additional time to be spent based on certain mutual expectations.*

What draws you to fractional / independent work?  
*LAURA: I really like the variety of projects I can get involved with and the different industry segments. I also like the work/life balance aspect of this type of work. But probably the most important factor for me are the people I get to work with. Pretty much universally, all have been amazing people/companies with high levels of honesty, trust and integrity. Most of my work comes through referrals so that really does help to ensure that I can continue to work with high quality executives that treat people right.*

## PROFESSIONALLY SPEAKING



Talent Acquisition Business Partner and guest author Andrea Russell shares why the GigX network is the solution HR and Talent Acquisition professionals have been looking for in their challenge to fill part-time/fractional executive roles.

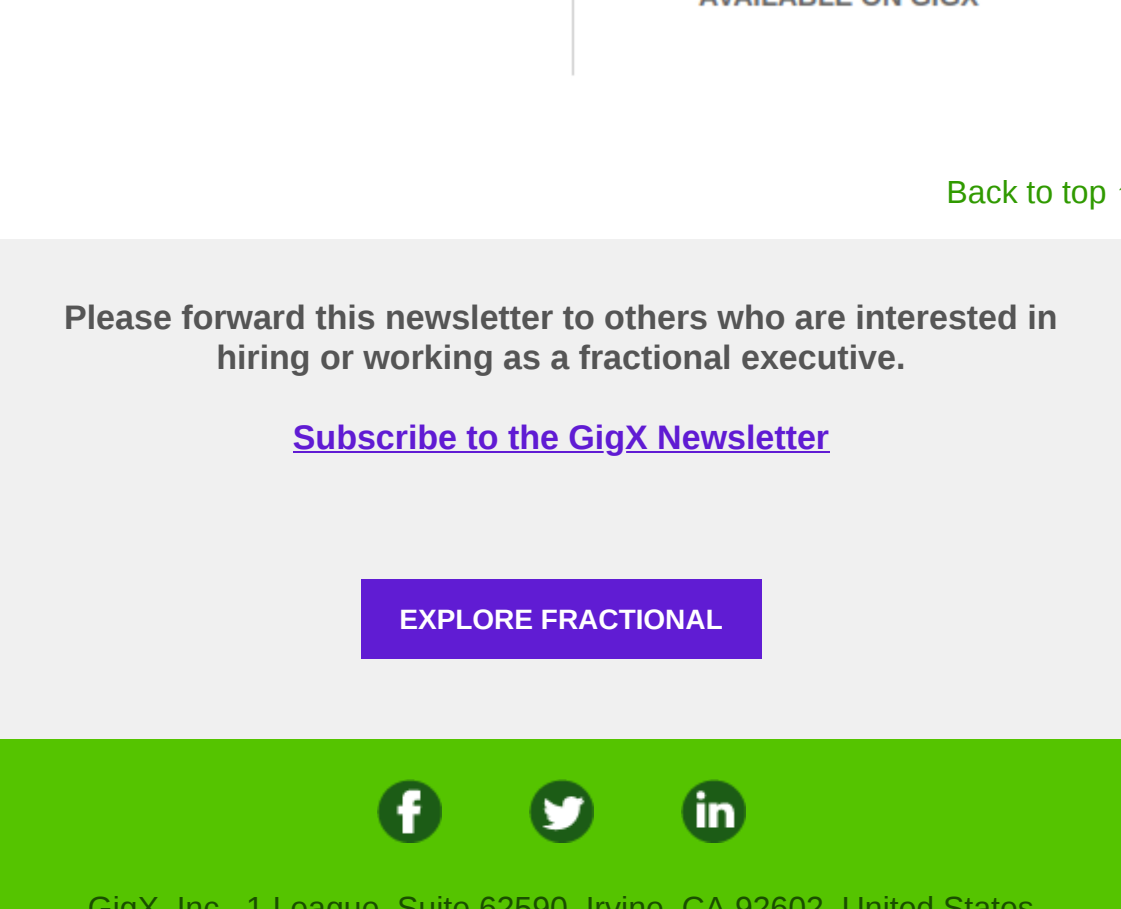
### GigX Professionals are Available to Talent Acquisition and HR Business Partners



Filling part-time/fractional executive roles, succession planning development, and reducing costs during a RIF are challenges HR and Talent Acquisition professionals face daily. These are challenges GigX professionals can help you solve! [READ MORE](#)

## DO THE MATH

Here's a current snapshot of GigX:



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Please forward this newsletter to others who are interested in hiring or working as a fractional executive.  
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[EXPLORE FRACTIONAL](#)