


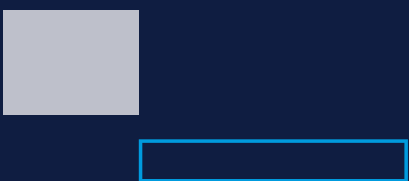


**Strategic
Partnership
& Execution**
CONSULTANTS

Linking People,
Vision & Strategy to
Optimize Performance




1



About us

Strategy & Human Capital Consulting Firm that provides & executes a set of processes & tools for leaders wanting to create and sustain a customer centric strategy within their organizational culture & full alignment.



2



Services

01 CUSTOMER CENTRICITY



- Consultancy and Advice
- MRI Implementation and Reporting
- Customer Centric Leadership
- Customer Centric Skills Workshops
- AI Enabled

02 HUMAN CAPITAL SOLUTIONS



- Talent Management
- Performance Management
- Coaching & Mentoring
- Executive Education
- Diversity & Inclusion
- Human-Driven Digital Evolution
- AI Leadership

03 MERGERS & ACQUISITIONS



- Consulting & Execution (Before, During & After Negotiations)
- Cultural Assessment
- Cultural Matching
- Customer Orientation
- Engagement & Coordination with Law Firms & Accounting
- Engagement & Coordination of Providers
- Organizational Design
- Assessment of Key Players
- Integration Plan

3

Fractional CHRO Services: Strategic HR Leadership On Demand

Delivering tailored human capital strategic leadership for organizations seeking executive HR expertise without the full-time commitment. Our fractional CHRO services provide senior-level guidance that aligns your people strategy with business objectives.



4

Agenda: Exploring Fractional CHRO Solutions

1. **What is a Fractional CHRO?** Understanding the role, responsibilities, and implementation of part-time executive HR leadership
2. **Value & Benefits** Exploring cost efficiency, strategic expertise, scalability, and culture enhancement advantages
3. **Specialized Services** Overview of key service areas including organizational design, talent strategy, leadership development, and more
4. **Service Models** Comparing modular project-based engagements versus ongoing retainer arrangements
5. **Trends & Costs** Market analysis of fractional leadership adoption, growth projections, and cost comparisons

5

What is a Fractional CHRO?

A Fractional Chief Human Resources Officer is a senior executive who provides high-level HR leadership on a part-time basis. Unlike traditional HR consultants, they integrate into your leadership team and drive strategic initiatives while avoiding the commitment and cost of a full-time executive hire.

Strategic Guidance

Provides executive-level HR expertise focused on business strategy rather than day-to-day operations

Flexible Engagement

Customizable involvement ranging from 12-32 hours per month based on organizational needs

Results-Oriented

Designs and implements key initiatives with measurable outcomes while empowering your existing HR team

Flexibility According to Your Business Needs

Engagements typically range from 12-32 hours per month and can be scaled up during critical initiatives or organizational changes.

6

Value Added and Key Benefits

Cost Efficiency

Reduce executive HR costs by up to 60% compared to a permanent CHRO hire. Get senior expertise without the commitment of full-time salary, benefits, and equity compensation that averages \$317,510 annually.

Strategic Expertise

Access C-suite level HR leadership with diverse industry experience. Benefit from best practices, innovative approaches, and strategic insights that only come from years of executive human resources management across multiple organizations.

Scalability

Easily adjust engagement levels as your business evolves. Increase support during growth phases, transformations, or special initiatives, and scale back during stable periods—without the complexity of hiring or termination processes.

Culture & Engagement

Strengthen organizational culture and enhance employee experience through strategic leadership. Implement proven engagement initiatives, measure results, and create sustainable talent practices that drive retention and performance.

Our fractional approach delivers high-impact HR leadership precisely when and where you need it, without the overhead of a permanent executive hire.

7

Specialized Services



Organizational Design & Strategic Alignment

- Structural diagnostics & redesign
- Role clarification & accountability
- Aligning structure with business strategy



Talent Strategy & Succession Planning

- Key position identification
- Talent mapping & assessment
- Developing leadership pipelines



Leadership Development & Executive Coaching

- Leadership capability evaluation
- Individualized executive coaching
- Targeted development initiatives



Culture & Change Management

- Cultural assessment & values articulation
- Change strategy design & monitoring
- Guiding transformations & enhancing engagement



HR Analytics & Employee Experience

- KPI development & talent data analysis
- Employee Value Proposition (EVP) design
- Leveraging data for strategic decisions



HR Governance & Labor Relations

- Policy modernization & compliance
- Labor relations management
- Negotiation support & ethical standards

8

Service Models: Flexible Engagement Options



Choose the engagement model that best fits your organizational needs

Option A: Modular Project Plan

- Menu of targeted service modules
- Fixed duration of 1-4 months per module
- Results-focused deliverables and milestones
- Ideal for specific initiatives and strategic phases

Best for: Organizations with clearly defined HR projects or transformation initiatives requiring specialized expertise for a limited duration.

Option B: Ongoing Retainer

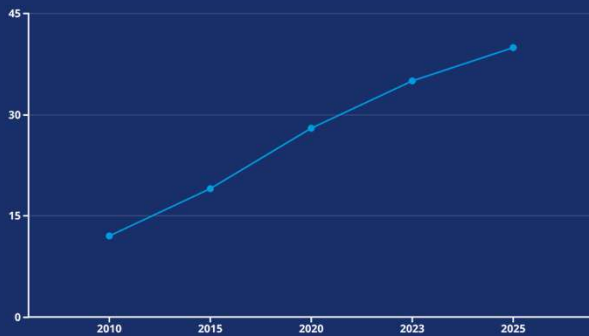
- Flexible monthly engagement (12-32 hours/month)
- Minimum suggested commitment of 6 months
- Committee participation and continuous advisory
- Perfect for consistent leadership without full-time hire

Best for: Organizations seeking sustained strategic HR leadership and guidance across multiple Initiatives with the flexibility to adjust priorities as business needs evolve.

Our service models are designed to accommodate different organizational requirements, timelines, and strategic priorities. Both options deliver executive-level HR expertise with different structures to match your specific situation.

9

Market Trends and Cost Analysis



Projected growth of fractional leadership adoption

23%

Growth Since 2010

Increase in fractional executive adoption

15%

Projected Growth

Additional increase over next 3 years

\$317,510

Full-Time CHRO

Average annual compensation package

60%

Cost Savings

Typical reduction with fractional model

Fractional leadership models are gaining traction due to their flexibility and cost-effectiveness. This allows companies to access high-level expertise without the commitment of a full-time hire.

10

Use Cases and Conclusions

Growth-Stage Companies

Startups and scale-ups needing strategic HR to build infrastructure during rapid expansion.

Companies in Transformation

Organizations undergoing cultural shifts, restructuring, or post-merger integration requiring expert change leadership.

Professionalizing HR

Established companies aiming to elevate HR from administrative support to a strategic business partner.

Family Businesses

Organizations navigating generational transitions or institutional changes impacting culture and talent.

Interim Leadership

Companies needing temporary HR leadership during transitions, vacancies, or executive searches.

Key Takeaways

1 Access executive HR expertise

Flexible, cost-effective solutions tailored to your needs.

2 Align talent strategy

Ensure HR initiatives directly support core business objectives and growth.

3 Optimize investment

Utilize scalable engagement models for maximum impact and efficiency.

4 Transform culture & leadership

Implement strategic initiatives that enhance organizational culture and develop strong leadership.

5 Partner for growth

Collaborate with experienced HR leaders to drive sustainable business expansion.

Elevate your human capital strategy and optimize executive investment with a fractional CHRO.

11

SP&E

Alejandro Ceron founded Strategic Partnership & Execution Consultants, after a successful career as a "Business-focused Global CHRO & Operations." He started his career in Mexico at Celanese, PEPSICO, and Philips. Internationally for Philips in the Netherlands and 14 years for Marsh & McLennan. Through his career, he learned to develop unique approaches to human capital that drive productivity, market growth and increased revenues and proved to be successful in formulating and implementing strategies aligned with organizational growth and international expansion objectives. M&A practitioner who skillfully transforms culture while maximizing employee retention and morale. Experienced in leading talent assessment, executive development, change management, operational efficiency and organizational transformation across North America, Europe, Latin America and Asia.



1992
Corporate Human Resources Manager
Largest Bottler of Mexico



2002
Managing Director, HR, IAC
Head of HR and Sales Operations, IAC
Head of HR, IAC



Deputy CEO/COO Bms Re
Latin America & Caribbean
Operational efficiency, TOM
and M&A



1987-92
BS Finance & Administration,
Universidad Panamericana, Mexico.
HR Intern -Personnel Head at Celanese



1996
VP HR, BG Automotive &
Special Lighting (Netherlands)
HR Corporate Director (Mexico)



2016
Foundation and Market Culture Partnership:
SP&E was founded and became an accredited partner to expand Market Culture.



2017
HR Digital Platforms Representation: SP&E represented various HR digital platforms such as Percepxy, known as a "Leader in Engagement Platforms and Voice of the employee" until 2019. Ongoing Partnership with **Humantelligence:** SP&E continues to represent Humantelligence, focusing on "Culture fit assessment and Collaboration Platform."

2019
Expansion and Networking: The firm continued to grow its client base among Fortune 500 companies, large institutions, mid-size businesses, and family organizations across the USA and Latin America. This growth was driven by building a strong network in the Southeast USA. **Strategic Human Capital Consortium:** SP&E became a co-founder of the Strategic Human Capital Consortium.

2020
Efficiency and Management Focus: SP&E has been involved in the implementation of Target Operating Models for the insurance and reinsurance industry, including Insurtech and Reinsurtech digital and PEOPLE transformations.

Ongoing Partnership Development: The firm remains in constant search of new partnerships.

2024...

Strategic Alliances



12

**THE
REAL
DRIVER
FOR
GROWTH**

**Strategic
Partnership
& Execution**
CONSULTANTS

CONTACT INFORMATION

info@speconsultants.com

www.speconsultants.com

