CALKRI | EXECUTIVE TECHNOLOGY LEADERSHIP

FRACTIONAL CTO + CIO

Executive Technology Leadership

Calkri serves as the technology executive within your leadership team, providing the strategic direction, governance, transparency, and accountability expected from a CIO or CTO.

THE MANDATE

We align technology investment with business priorities, establish a clear strategy, manage technology risk, develop teams and partners, and provide executive ownership of critical initiatives. Our role is not limited to advising leadership on what should be done. We help move the organization from decision to execution.

EXECUTIVE RESPONSIBILITIES

STRATEGY & INVESTMENT

Establish the technology strategy and roadmap. Prioritize investments against business objectives. Give leadership clear recommendations on where to invest, where to reduce cost, and where technology can create advantage.

GOVERNANCE & RISK

Provide oversight of cybersecurity, technology risk, architecture, vendors, continuity, and technology spending. Ensure material risks are visible, understood, and assigned a clear path to resolution.

ORGANIZATION & ACCOUNTABILITY

Establish accountability across internal teams, service providers, and strategic partners. Define operating models, leadership structure, performance expectations, ownership, and measurable outcomes.

TRANSFORMATION & INNOVATION

Lead major technology decisions and initiatives, including modernization, cloud, AI and automation, M&A integration, security transformation, and programs critical to the organization's future.

TRANSPARENCY IS PART OF THE OPERATING MODEL

VISIBILITY
Clear reporting on priorities, risk, spending, project status, and technology performance.

NO BLACK BOX
Leadership understands what is being done, why it is being done, what it costs, and who owns the outcome.

INDEPENDENT JUDGMENT
Recommendations are made for the business, not to protect a vendor contract or create unnecessary technical work.

AT THE LEADERSHIP TABLE

Technology decisions are business decisions. We work directly with ownership and executive leadership so technology supports the organization's financial, operational, security, and growth objectives.

ENGAGEMENT MODEL
Scope is established around organizational objectives, complexity, and the level of executive involvement required.

STARTING AT

$7,500 / MONTH

12-month minimum engagement

Preferred pricing available for multi-year commitments.

Executive Capacity Without Full-Time Executive Cost

The ROI of a fractional CTO or CIO is not simply lower compensation. It is access to senior technology leadership at the point the business needs it, with capital preserved for execution, people, platforms, security, and growth.

CALKRI FRACTIONAL	U.S. CTO MARKET	U.S. CIO MARKET
$90K / YEAR starting engagement	**~$281K / YEAR** avg. total compensation[1]	**~$291K / YEAR** avg. total compensation[2]

At the starting engagement level, the direct annual cash outlay is approximately 68-69% below reported average U.S. CIO/CTO total cash compensation. This is an illustrative comparison, not an equivalency of full-time capacity; benefits, equity, recruiting cost, and separation risk are not included.

WHERE THE RETURN IS CREATED

CAPITAL EFFICIENCY

Senior leadership capacity without committing $280K-$290K+ in annual cash compensation before benefits, equity, recruiting, and other employment costs.

BETTER TECHNOLOGY OUTCOMES

Gartner reports only 48% of digital initiatives meet or exceed business-outcome targets. Its highest-performing cohort reached 71% when CIOs and business executives co-owned delivery.[3]

FASTER ACCESS TO LEADERSHIP

On-demand executive models are increasingly used to fill critical leadership gaps, add executive capacity, and lead transformation without waiting for a permanent executive hire.[4]

INVESTMENT DISCIPLINE

Executive technology leadership creates a decision layer above vendors and internal teams: what should be funded, stopped, consolidated, renegotiated, modernized, or deferred.

RISK & GOVERNANCE

Technology investment is increasingly concentrated in cybersecurity, AI, data, integration, and cloud. More investment increases the value of disciplined governance, prioritization, and executive accountability.[3]

AI VALUE REALIZATION

Gartner says 2026 is shifting from AI experimentation toward delivering measurable ROI, with technology executives focused on business-aligned roadmaps, measurable value targets, workforce readiness, data governance, and resource prioritization.[5]

HOW WE THINK ABOUT ROI

COST	RISK	VELOCITY	VALUE
Avoid or defer unnecessary spend	Reduce exposure and surprises	Move decisions into execution	Tie technology to business outcomes

The objective is not to make technology cheaper at any cost. It is to make technology spending more intentional, risks more visible, decisions faster, and outcomes more accountable.

MARKET REFERENCES

1. Built In, 2026 CTO (Chief Technology Officer) Salary in US: average total compensation $280,985.
2. Built In, 2026 CIO (Chief Information Officer) Salary in US: average total compensation $291,179.
3. Gartner, 2025 CIO and Technology Executive Survey (Oct. 2024): 48% of digital initiatives met/exceeded business outcome targets; Digital Vanguard cohort reached 71%; 80%+ of CIOs expected increased investment in core capabilities including cybersecurity, AI/GenAI, analytics, and integration.
4. Heidrick & Struggles, On-Demand Talent / Interim Executives: organizations use interim executives to fill critical gaps, augment leadership capacity, and drive transformation.
5. Gartner, 2026 CIO Agenda commentary (Oct. 2025): focus shifting from AI pilots toward measurable agentic AI ROI and business-aligned value realization.

A Technology Executive, Not Another Vendor

The engagement is designed for organizations that need executive ownership of technology decisions, but do not yet need - or do not want - a full-time CIO or CTO. Calkri works at the leadership level while remaining close enough to execution to ensure decisions become outcomes.

WHERE FRACTIONAL LEADERSHIP FITS

GROWTH	TRANSFORMATION	RISK	LEADERSHIP GAP
Technology complexity is outpacing the current operating model.	The business is modernizing, integrating, consolidating, or adopting AI.	Security, compliance, continuity, or vendor exposure needs executive ownership.	Technology decisions are reaching the CEO, CFO, COO, or ownership without a technology executive at the table.

THE FIRST 90 DAYS

01	**UNDERSTAND** Business priorities, technology environment, spend, risk, teams, vendors, active initiatives, and known constraints.
02	**PRIORITIZE** Identify the decisions that matter most, surface material risk, stop low-value work, and establish an executive technology roadmap.
03	**ESTABLISH** Put governance, ownership, reporting, decision rights, vendor accountability, and operating cadence in place.
04	**EXECUTE** Move priority initiatives forward, hold owners accountable, measure outcomes, and keep leadership informed without technical noise.

EXECUTIVE SCORECARD

SPEND Is technology spend visible, intentional, and aligned to priorities?	**RISK** Are material risks known, owned, and moving toward resolution?	**DELIVERY** Are strategic initiatives progressing against clear outcomes and decisions?
OPERATIONS Are reliability, service quality, and recurring issues improving?	**VENDORS** Are partners delivering against cost, performance, and accountability expectations?	**VALUE** Can leadership connect technology investment to measurable business outcomes?

THE DISTINCTION

WHAT THIS IS	WHAT THIS IS NOT
Executive ownership of technology strategy, investment, risk, governance, organizational accountability, and transformation.	A help desk, staff augmentation model, reseller-led advisory service, or an MSP contract repackaged as executive leadership.

INDEPENDENCE & TRANSPARENCY Recommendations are made based on the needs of the business. Calkri does not require technology purchases to flow through Calkri, allowing leadership to evaluate recommendations on business merit rather than reseller economics.

THE OBJECTIVE

Give leadership confidence that technology is being managed with the same discipline, visibility, and accountability expected across finance, operations, and growth.

Two Ways to Add Executive Technology Leadership

Organizations do not all need technology leadership for the same reason. Some need an executive partner to provide sustained direction and accountability. Others need experienced leadership immediately while navigating a transition, leadership gap, or active search.

FRACTIONAL CTO / CIO

$7,500+ / MONTH

12-month minimum engagement

For organizations that want ongoing executive technology leadership integrated with the leadership team.

- Technology strategy and investment planning
- Governance, risk and executive reporting
- Leadership of internal teams and strategic partners
- Roadmap ownership and transformation oversight
- Ongoing accountability for technology outcomes

Preferred pricing available for multi-year commitments.

INTERIM CTO / CIO

$10,000+ / MONTH

Month-to-month | Subject to availability

For organizations that need immediate executive leadership during a transition or while determining the permanent technology model.

- Stabilize technology operations and priorities
- Lead the existing IT organization through transition
- Provide continuity during a CIO/CTO departure or gap
- Support recruiting and evaluation of permanent leadership
- Move critical decisions and initiatives forward without delay

No long-term commitment. Designed for temporary executive coverage and transition leadership.

THE DIFFERENCE IS INTENT, NOT QUALITY

Both models provide executive-level technology leadership. The fractional model is built for sustained ownership and long-term business alignment. The interim model is built for speed, continuity, and a defined transition period. The higher month-to-month rate reflects the flexibility and capacity reserved for short-notice executive coverage.

COMMON INTERIM USE CASES

LEADERSHIP GAP	ACTIVE SEARCH	TRANSITION	M&A	STABILIZATION
Unexpected CIO/CTO departure	Permanent executive recruiting	Restructure or ownership change	Integration or separation leadership	Critical priorities need immediate ownership

The engagement model should match the business need. We will recommend the structure that creates the right level of continuity, accountability, and flexibility for the organization - even when that means a shorter engagement.

CLEAR SCOPE | CLEAR ACCOUNTABILITY | CLEAR COMMERCIAL MODEL