

THE VISIONARY™ BOTTLENECK

How a Fractional Integrator
Unlocks Your Next Level



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A Letter to the Visionary™

You built this.
You had the idea.
You took the risk.
You hired the first people.
You closed the first deals.
You survived the messy middle.
You are the reason the business exists.
And right now, you may also be the reason it feels stuck.
Not because you're incapable.
Because you're overloaded.

Hard truth?

Your business doesn't need more ideas.

It needs someone to turn the ideas into clear priorities, accountable ownership, and consistent follow-through.

You're:

- In every major decision
- In every leadership disagreement
- In every "quick question"
- In every client escalation
- In every stalled priority

Your leadership team waits for you.

Your calendar is full.

Execution feels slower than it should.

The Visionary™ Bottleneck

Founder-led, idea-rich leaders are often wired for:

- Big ideas
- Growth
- Opportunity
- Industry shifts
- Culture
- Relationships

You see the future before others do.

But most Visionaries:

- Dislike structure
- Get bored with follow-through
- Change direction mid-stream
- Avoid tough accountability conversations
- Overcommit the organisation

That creates what we call the Visionary™ Bottleneck

Everything routes back to you.

Growth slows.
Decisions stack up.
The team hesitates.
Execution slips.

This is normal.

It's predictable.

And, thankfully, it's fixable.

What a Fractional Integrator Actually Does

A Fractional Integrator is a senior operator who works part-time inside your business and:

- Runs the leadership team
- Drives execution
- Owns the numbers
- Protects focus
- Holds people accountable
- Removes friction
- Forces decisions

They translate your ideas into executable plans.

They ensure:

- Priorities move forward
- The numbers are reviewed regularly
- Issues are surfaced and solved
- Commitments stick
- EOS® tools are followed by all.

They are not your assistant.

They are not a project manager.

They are not a consultant who drops in quarterly.

They own the Integrator seat.

And when it works?

Meetings tighten.

Accountability rises.

Execution accelerates.

You breathe again.

The 7 Myths About Fractional Integrators

Myth 1: “We’re Not Big Enough Yet.”

If you have:

- 5+ staff
- A leadership team
- Revenue above \$3–5m
- Complexity

You’re big enough. You may already be overdue.

Myth 2: “My EA Can Do This.”

No.

An EA coordinates.

An Integrator integrates.

One manages diaries.

The other manages outcomes.

Myth 3: “We’ll Promote Someone Internally.”

Sometimes it works.

Fractional allows you to stabilise first, then train an internal successor properly.

Often it fails because:

- They lack authority
- They lack experience
- You don’t actually let go
- The role is unclear

Myth 4: “Fractional Means Less Committed.”

Fractional means:

- Senior
- Focused
- Efficient
- Outcome-driven
- No ego about title

They are measured on impact, not presence.

The 7 Myths About Fractional Integrators

Myth 5: “We Can’t Afford It.”

Compare:

A full-time COO at \$220k–\$300k+

Versus:

Starting \$3,500 per month

And ask yourself:

What is the cost of slow execution?

Myth 6: “We Already Have an Implementer.”

Good.

An Implementer installs EOS®.

An Integrator runs EOS® daily.

One teaches. One executes.

You need both.

Myth 7: “We’ll Do It Next Year.”

Next year usually means:

- After another plateau
- After losing a key person
- After more frustration

Delay is expensive.

The Five Rules of the Visionary/Integrator™ Relationship

1

Stay on the Same Page

Once a month.
2-4 hours.
Deep issues.

If you're not aligned, your leadership team splits.

2

No End Runs

No going around each other.

No swooping in.

No private undermining.

Alignment at the top equals stability below.

3

The Integrator Is the Tiebreaker

We cannot stay stuck.

Healthy teams disagree and commit.

If every decision returns to you, you still have a bottleneck.

4

When Working In the Business, You Are an Employee

You cannot pull the owner card mid-play.

You own the company.

You do not override the system.

5

Maintain Mutual Respect

Friction is normal.

Disrespect is fatal.

This is a partnership.

How Many Days Do I Need?

Sherwood Foundry offers three clear levels:

1/2 Day Per Week \$3,500 + GST / month

Best for:

- Smaller leadership teams
- Businesses early in EOS®
- Rhythm & accountability

Includes:

- Weekly Level 10 Meeting™
- Holding team accountable to the V/TO®
- Removing obstacles
- Supporting Quarterly & Annual preparation

Creates discipline and consistency.

1 Day Per Week \$6,500 + GST / month

Best for:

- Growing businesses
- Multiple moving parts
- Strategic projects

Includes everything from the 1/2 day per week service plus:

- Strategic project execution
- Commercial modelling
- Systems implementation
- Deeper leadership coaching
- Completing one Rock per quarter related to strengthening EOS®

Execution accelerates

2 Days Per Week \$13,000 + GST / month

Best for:

- Larger or complex businesses
- Multi-site operations
- Significant change underway

Includes everything from the 1 day per week service plus:

- Monthly same page meetings
- State of the Company support
- EOS® tool reviews
- Greater special project ownership
- Higher intensity accountability

Executive-level impact without full-time employment risk.

No long-term contracts. One month's notice. Clear structure.

Why Fractional First Is Smart

You don't need to hire "forever" immediately.

Fractional allows you to:

- Test the seat
- Stabilise execution
- Build leadership strength
- Clarify the role
- Train an internal successor

Sherwood Foundry can:

1. Step in immediately
2. Run the Integrator seat properly
3. Train your internal person
4. Transition cleanly

Lower risk.

Higher clarity.

Why **Sherwood Foundry** Is Different

We Are EOS® Pure

We follow the EOS Proven Process® exactly as designed.

No mixing of models.
No improvising with tools.
No dilution.

The Implementer teaches.
The Integrator ensures tools are followed by all.

Our Integrators Are Senior Operators

Often former:

- COOs
- Chiefs of Staff
- GMs
- Senior Executives

They've led teams.
Owned P&Ls.
Managed complexity.

No Contracts. Just Commitment.

Monthly fees.
One month's notice.
Trust over paperwork.

Ongoing Training & Mastermind Development

Our Integrators don't operate in isolation.

They:

- Undertake ongoing development
- Participate in mastermind learning
- Stay aligned with EOS® standards
- Are supported and quality-checked

You're not hiring a lone operator.

You're gaining access to a professional ecosystem.

Case Studies

Professional Services Firm – 40 Staff

Founder:

- In every decision
- Frustrated with accountability
- Firefighting constantly

Engaged a Fractional Integrator two days per week.

Within 6 months:

- Leadership fully accountable
- Scorecards consistent
- Founder out of operational meetings
- Revenue up 18%
- Staff turnover reduced

Within 12 months:

- Internal successor trained
- Fractional days reduced
- Founder focused on growth

The business stabilised. Then it scaled.

Online Retail Business – 30 Staff

Strong quarterly sessions. Weak between-session execution.

Problems:

- Promotions slipped
- Customer service backlogged
- Rocks incomplete
- Leadership reactive

Engaged a Fractional Integrator one day per week.

Within three quarters:

- Rock completion moved from 55% to 85%
- On-time launches improved
- Scorecard™ stabilised
- Leadership meetings rated 9–10
- Founder stepped out of operations

Revenue followed.

But more importantly? The business felt predictable.

The Real Question

You don't need to ask: "Can I afford a Fractional Integrator?"

The better question is: "**How long can I afford to stay the bottleneck?**"

If you are:

- Running every meeting
- In every decision
- Frustrated with slipping Rocks
- Using EOS® but lacking daily discipline
- Exhausted

Then this is not about hiring help. It's about upgrading your operating structure.

Clarity.

Accountability.

Traction.

That's what happens when Visionary energy is matched with Integrator discipline.

Your Next Level

You have three options:

- Keep carrying it yourself.
- Promote someone who isn't ready.
- Put a real Integrator in the seat.

Sherwood Foundry exists to ensure Visionary businesses do not stall because execution breaks down.

We step in.

We stabilise.

We drive traction.

We train if needed.

We transition cleanly.

All aligned with EOS®.

If you are ready to remove yourself as the bottleneck, the next step is simple.
Start the conversation. Because your next level does not require more ideas.

It requires integration.

[ENQUIRE NOW](#)

