



Price Overview

Initial Consultation (Free)

A 60-minute introductory session designed to understand your business challenges, strategic goals, and evaluate how Executive-as-a-Service can support you. Conducted via video call or in-person (Barcelona region only). No obligations.

1x 60-minute session
Offered at no cost

Founders Sparring Partner

Monthly mentoring and advisory support tailored to startup founders and co-founders. Includes up to 4 strategic sessions per month (60-90 minutes each) with access to ad-hoc support between meetings via email or WhatsApp.

2-4 sessions/month
Fees are tailored to the founder's context, region, and level of ongoing involvement and are confirmed in a written proposal.

Fractional Executive Boost

Hands-on support for a specific growth challenge or transformation project. You gain part-time executive-level involvement, helping accelerate outcomes without long-term commitment.

4-6 days/month
Fees depend on the scope of the challenge, required executive involvement, and client region and are confirmed in a written proposal.

90-Day Business Reset

A structured 3-month intervention to realign or reboot your business. Includes diagnostic phase, a new strategic blueprint, and execution roadmap. Highly customizable to your organization's needs.

10–12 days/month

Fees are set based on the depth of intervention, organizational scope, and client region and are confirmed in a written proposal.

Interim Executive Leadership

High-level temporary leadership for companies in need of interim direction during transformation, crisis, or leadership gaps. Covers operational leadership, strategic guidance, and team alignment. Requires min. 3 months commitment.

12–16 days/month

Fees reflect the level of executive responsibility, time commitment, and client region and are confirmed in a written proposal.

Frequency & Duration Ranges

Project Type	Min Sessions/Days per Month	Max Sessions/Days per Month	Min Duration	Max Duration
Founders Sparring Partner	2 Sessions	4 Sessions	1 Month	Not applicable
Fractional Executive Boost	4 Days	6 Days	1 Month	Not applicable
90-Day Business Reset	10 Days	12 Days	3 Months	3 Months
Interim Executive Leadership	12 Days	16 Days	3 Months	6 Months

Effective Date: 01-November 2025

Prepared by: Executive-as-a-Service

Terms & Conditions

1. Pricing & Scope

Rates are established at a 40% discount compared to leading consulting firms (Accenture, McKinsey, BCG). Labor rates are adjusted using regional multipliers to reflect local market conditions (base = Spain). All rates are exclusive of Value-Added Tax (VAT) or applicable sales taxes. VAT treatment will depend on the client's business status and location. Discounts and special packages apply as specified in the pricing overview, including a 10% retainer bonus for engagements of 3 months or longer (discounted from total fees).

2. Engagement & Operating Hours

Minimum engagement is four (4) hours per day. Standard availability is between 09:00 and 18:00 CET. Work outside these hours or during weekends/Spanish bank holidays is available upon prior agreement and may incur an additional fee. A 1-hour unpaid lunch break is included for full-day engagements.

3. Availability and Scheduling

The Consultant's availability is subject to existing client commitments. At the time of entering into this Agreement, the Consultant may have limited availability (e.g. one day per week). Any changes in available capacity will be communicated in advance. Scheduling of sessions, meetings, or project work shall be coordinated in accordance with mutually agreed availability.

4. Intellectual Property & Confidentiality

All client-specific deliverables and outputs are the sole property of the Client. However, methodologies, frameworks, and advisory tools developed prior to or independently of the engagement remain the Consultant's intellectual property. Both parties agree to maintain strict confidentiality regarding all business information shared during the engagement.

5. Liability

The Client assumes full responsibility for implementation and outcomes of strategic advice. Consultant's liability is strictly limited to the total fees paid in the three (3) months preceding any claim and shall not exceed that amount under any circumstances. Consultant shall not be liable for any indirect, consequential, incidental, punitive, or special damages, including loss of profits, revenue, or data, regardless of the cause of action.

6. Payment Terms

Unless otherwise agreed, standard payment terms are monthly invoicing, due within thirty (30) days of the invoice date. Milestone-based invoicing or Cash & Equity based compensation available is available upon request. Travel and accommodation expenses or third party costs are billed separately when applicable. Travel time is not charged.

7. Termination

This agreement may be terminated by either party with one (1) month's written notice for convenience. Termination for cause (e.g., breach of contract, misconduct, non-payment) may occur immediately upon written notification. Any unpaid work completed up to the termination date remains payable.

8. Warranty

Deliverables are warranted for a period of two (2) weeks following client approval to correct any material errors or omissions. This warranty does not cover changes in project scope or strategy beyond agreed deliverables.

9. Force Majeure

Neither party shall be liable for delays or failure to perform obligations due to causes beyond reasonable control, including but not limited to natural disasters, illness, internet outages, or government restrictions.

10. Governing Law & Jurisdiction

These Terms & Conditions are governed by and construed in accordance with the laws of the Kingdom of Spain. Any dispute arising out of or in connection with these Terms shall be submitted exclusively to the courts of Barcelona, Spain, unless otherwise agreed in writing by the Parties.

11. Data Protection & Privacy

Each party shall comply with applicable data protection and privacy laws (including GDPR where applicable). The Consultant will process Client Personal Data solely to deliver the services, implement appropriate technical and organizational measures to protect such data, and promptly notify the Client of any confirmed personal data breach affecting the services.

12. Compliance & Ethics

The Consultant conducts business in accordance with applicable anti-bribery, anti-corruption, trade sanctions, and export control laws. The Client represents that the engagement will not require the Consultant to violate any such laws or professional standards.

13. Change Control

Changes to scope, deliverables, timelines, or fees must be agreed in writing (email sufficient) before taking effect. Where a change increases effort or costs, the parties will agree an appropriate adjustment to fees and schedule.

14. Independent Contractor; No Legal/Tax Advice

The Consultant acts as an independent contractor. Nothing herein creates a partnership, joint venture, or employment relationship. Advice provided is of a managerial/strategic nature and does not constitute legal, tax, or investment advice.

15. Publicity & Use of Name

Neither party shall use the other's name, trademarks, or logos in public announcements or marketing materials without prior written consent, except for reasonable, private references and client lists shared under NDA.

16. Assignment & Subcontracting

Neither party may assign the agreement without the other party's prior written consent, except that either party may assign to a successor in connection with a merger, acquisition, or sale of substantially all assets. The Consultant may engage qualified subcontractors, remaining responsible for their work.

17. Insurance

The Consultant maintains standard professional liability and general business insurance appropriate for the services.

18. Notices; Entire Agreement

Notices shall be in writing and deemed given when sent by email with confirmation of receipt or by registered mail to the parties' designated contacts. These Terms, together with the pricing overview and any agreed statements of work, constitute the entire agreement and supersede prior proposals or communications. If any provision is held invalid, the remaining provisions remain in effect.