

XITIJ Services

CXO and Leadership Readiness Guide

How founders, promoters and boards can interpret leadership gaps before choosing a full-time hire, advisor or virtual CXO mandate.

Core positioning

XITIJ helps founder-led companies, growth ventures, family businesses, investors and strategic stakeholders become capital-ready, governance-ready and transaction-ready through structured advisory, investment facilitation, expert-bench access and execution cadence.

Purpose

The guide helps decision-makers convert leadership symptoms into mandate choices. The question is not simply which CXO title is missing. The better question is which senior capability will unlock the next 90 days of progress.

Common symptoms and possible mandates

Symptom	Possible leadership gap	Typical mandate
Founder is the bottleneck	CEO / Chief of Staff / PMO leverage	Decision rhythm, role clarity and action tracker
MIS exists but decisions do not improve	CFO and governance cadence	Cash, margin, receivables and board-pack readiness
Sales depends on founder relationships	CRO / CMO support	ICP, pipeline governance and revenue operating rhythm
Digital projects drift	CTO/CIO and transformation PMO	Roadmap, ownership, vendor governance and benefits tracking
AI pilots spread without value tracking	CDO / CISO / PMO support	AI governance, data ownership, risk and adoption KPIs

How to use the score

- Treat the assessment as a conversation starter, not an automated diagnosis
- Focus on the weakest operating dimension that creates the highest current risk
- Convert the result into a 30-60-90 day leadership mandate
- Define the cadence, deliverables and decision rights before starting the engagement

Important note

This document is for informational and business discussion purposes only. It does not constitute investment advice, legal advice, tax advice, accounting advice, a public offer, solicitation or recommendation. Engagements, referrals, advisory support and facilitation are subject to separate written terms and independent evaluation.