

Outsized.

2025

Community wrapped.



A look inside the Community year

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From our founders

We want to help people create a positive relationship with their work and provide an alternative way to build a career. In an increasingly unpredictable market environment, we believe it's important to build your own brand equity, create your own security, focus more on the accumulation of skills instead of years of service and establish a partnership mindset with your employer.

Today, there's still very little infrastructure to support independents to operate and grow. We want to change this by offering a platform that delivers curated opportunities, finance, admin and compliance management, an on-demand support network and meaningful ways to upskill.

A place to call home - and the Outsized Community is that space where you connect, collaborate, and grow alongside peers who understand the unique challenges and opportunities of independent work.

Turn the page to see the story, conversations, the momentum and everything we've built together this year.

We can't wait to see you inside!

Anurag & Niclas



2025 at a glance

This year, our community didn't just grow in size - it became more curious, more collaborative, and more committed to helping one another.

What began as a network of independent professionals has evolved into members who show up for each other, ask sharper questions, share lived experiences, and create everyday moments of practical learning.

5,555

members across
the globe

40

digital and in-person
events

1,042

threads and
discussions

Across 40 physical and digital events and more than 1,000+ member-led discussions, we saw how powerful things become when independents take the lead by shaping conversations, supporting peers, and building the kind of community we always hoped to create.

As you look through this year's snapshot, we invite you to relive the stories, connections, and milestones that defined this year



The areas that defined learning this year



Lead generation & business growth



Personal branding & visibility



Portfolio career design



Scaling your independent practice



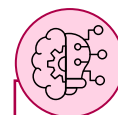
Change management & agile collaboration



Financial & legal confidence



Operational excellence



Data storytelling & AI fluency



Design thinking & innovation



Leadership & stakeholder handling

Event highlights



Personal branding workshop with Kat Elizabeth: The magnetic expert

Featuring **Kat Elizabeth**, founder of Magnetic Brand Co, this workshop helped independents build authentic, standout personal brands by overcoming mindset barriers and creating a 90-day plan to attract the right clients and opportunities

[Watch recording](#)



Scaling from independent professional to business leader: Building your consultancy amid the chaos

Featuring **Lou Schillaci**, this #focussession explored how independents can scale from solo consultants to business leaders – building scalable models, winning clients sustainably, and using tech to grow smarter, not harder

[Watch recording](#)



Anita's journey: From global corporate leader to independent consultant

Featuring **Anita Kavadia**, this #myconsultingjourney session shared her transition from corporate leader to independent consultant, offering insights on client relationships, cross-cultural work in digital transformation projects

[Watch recording](#)

Brewed connections beyond the screen

This year, Community Connect became our way of bringing independents together in person to build real relationships beyond the screen.

Our incredible hosts brought independents together to share stories, build friendships, and form their own like-minded circles near you!

200+

Members connected

10+

Skills represented

Kuala Lumpur



Hosted by **Sarita Panigrahi**

Cape Town



Hosted by **Enrico Peterson**

Sydney



Hosted by **Jason Sun**

Bangalore



Hosted by **Arif Anwar**

Bangkok



Hosted by **Guillaume Duquesnay**

Delhi



Hosted by **Priyanka Sharma**

Pune



Hosted by **Chintan Lakhani**

Jakarta



Hosted by **Adhy Al Hosen**

Melbourne



Hosted by **Jason Sun**

Singapore



Hosted by **Jacquelyne Tan**

Mumbai



Hosted by **Metilda Stanley**

Johannesburg



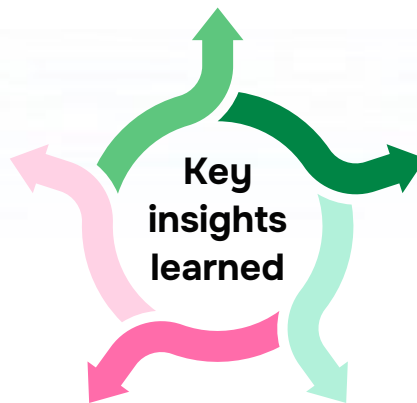
Hosted by **Vera MacLagan**

Clients insights on the independent workforce

At our flagship meetup in Singapore, we hosted a panel featuring client stakeholders from **Manulife Asia**, **Standard Chartered**, and **Oliver Wyman** for a candid conversation on how leading organisations are engaging independent professionals to drive strategic impact.

Successful integration starts with mindset and proactivity

Show up as a trusted partner, not resource



Volatile markets drive flexible talent demand

Interpersonal and consulting-style abilities are valued just as much as technical know-how

Independents complement, not replace, consulting firms



Top conversations

The weight of wearing masks

As independents, we often put on professional masks but Renee reminded the community, true confidence comes from being real. The discussion that followed opened up honest stories about balancing authenticity with professionalism.

[Read the full post](#)



Renee Burkinshaw

Executive Coach & Leadership Development Expert

Staying visible vs impact

Amine struck a chord with consultants across markets reminding us that true impact isn't about staying visible, it's about creating change that lasts after we leave. The conversation explored how ego, recognition, and service intertwine – and what it really means.

[Read the full post](#)



Amine Ait Mokhtar

Project Management Consultant

Branding that isn't fake

Chandni opened up about how self-promotion can feel uncomfortable, yet storytelling can turn it into something authentic. The conversation unpacked how sharing real experiences and client stories can build a personal brand that connects, not performs.

[Read the full post](#)



Chandni Sinha

Fraud and AML Consultant

Who's listening to your data?

In this reflection, Liana explored how data storytelling becomes meaningful only when seen through the client's eyes. The discussion resonated with consultants across fields, highlighting how reframing data in client language builds trust, clarity, and action.

[Read the full post](#)



Liana Ahrens Teixeira

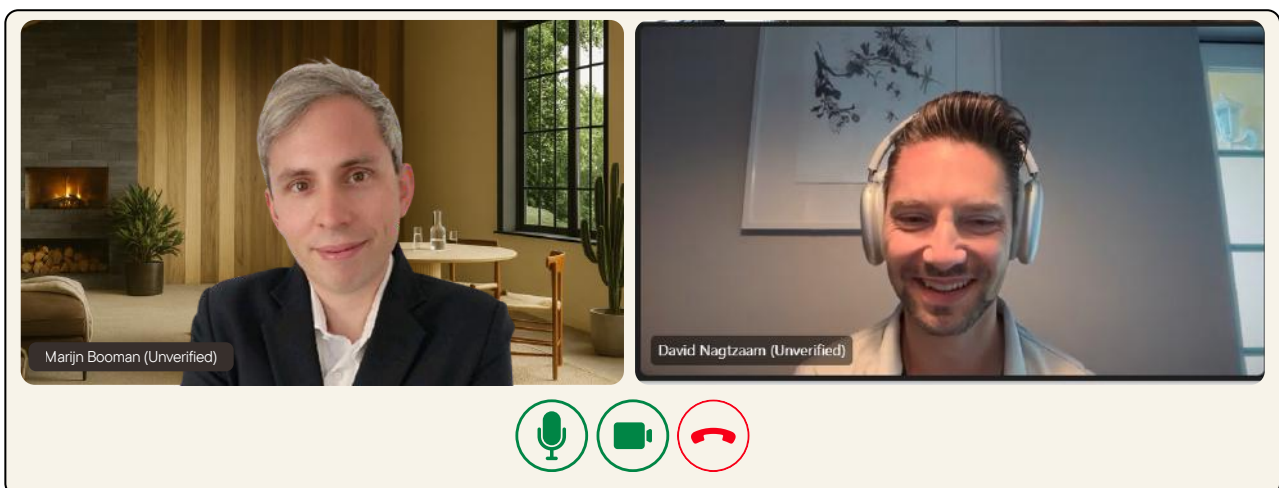
Financial Planner and Analyst

ConnectX & SkillSwap: where professionals connect

Designed to help professionals access contextual, experience-driven learning through curated one-on-one conversations

David & Marijn - A Snapshot of cross-industry learning

Their conversation turned into a fast, focused exchange of strategy, market dynamics and domain insights. These weren't networking calls. They were shared learning moments that delivered clarity, confidence, and new perspectives.



“

We leveraged each other's expertise - a perfect knowledge exchange. We even scheduled a second call and will continue sharing market perspectives

David Nagtzaam
AI Specialist & Consultant

“

We discussed new AI tools, managing LLMs safely, and even tobacco industry marketing. It reminded me how much there is to learn from others in a rapidly changing world

Marijn Booman
Strategic Partnerships & Market Expansion Enthusiast

Hear from our members

The session was incredibly insightful – I learned so much about how to negotiate confidently with clients, set the right pricing, and build a practical system for managing income using a budget-first approach.

Ntombenhle - Business Analyst | South Africa ★ ★ ★ ★



The hands-on approach to learning and building an AI app was perfect – it really helped make the concepts practical and easy to apply. The way the session blended theory with real, interactive challenges made the learning experience engaging and confidence-building.

Rahul Mehta - Independent Consultant | India ★ ★ ★ ★

Great meetup, and the deliberate approach in curating a diverse mix of attendees made a real difference - it brought in wide perspectives on how peers are operating near me. The active participation from everyone made the session more meaningful.

Kaye H - Fractional COO & CSO | Singapore ★ ★ ★ ★



What I really value about Outsized is that it helps me stay connected, learning and visible without feeling like just another name on a list. The AI workshop was pitched at exactly the right level, very hands-on, and I walked away feeling much better informed and able to apply what I'd learned in my work.

Simon Perkins - Strategy Manager | Sydney ★ ★ ★ ★

Building what comes next, together

In 2026, we're building on the foundations you helped create. Thank you to our members for contributing. Because of you, independents now have a system that brings clarity, connection, and real support.

Next year is about sharpening the experience - expect expert sessions designed with stronger outcomes, peer exchanges through ConnectX and more intentional meetups that bring the community closer to where you are!

Shape your next phase with a community that grows with you. We'd love to have you inside.

Regards,
Outsized Community Team



Elza Mariam John



Wong Si Teng



Sentdiya Kunalan



Pruthvi Inamke

Join us here:

community.outsized.com/login

Meet our leadership



Anurag Bhalla
CEO | Global



Niclas Thelander
CMO | Global



Johann van Niekerk
Head of EMEA & COO



Azeem Zainulbhai
MD - MENA and India



Sara Kahlau
Head of APAC & CPO

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Contact us at community@outsized.com

