



## COMPASS EXECUTIVE FORUMS

# CHRO & People Executive Forum

For chief human resources officers and senior people executives shaping leadership and organizational capability.

A confidential room for the executives accountable for how the organization is built and led. Members work talent, structure, and the leadership issues no one else can raise.

## What comes into the room

- Leadership capability and executive readiness
- Organizational design and decision rights
- Succession architecture across the enterprise
- Culture that survives growth and pressure
- Difficult conversations at the top of the house

## What members leave with

- Clarity on whether the issue is the person or the design
- Perspective from people executives with comparable authority
- Tested assumptions about capability and readiness
- Committed actions with defined evidence
- A room where the executive can be candid about the executives

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### ROOM

Eight- to ten-member room

### STATUS

Now forming — Founding-member conversations underway

## HOW THE ROOM WORKS

# Rhythm, method, and membership.

## Session rhythm

- Monthly two-hour facilitated working session
- Quarterly extended session on leadership and organizational architecture
- Accountability check on prior commitments to open every session

## How every issue is processed

- 01 Analyze** Clarify the issue, the consequence, the assumptions, and the decision it requires.
- 02 Refine** Use peer questions and relevant experience to reframe the issue and test available paths.
- 03 Commit** Define the action, the owner, the timing, and the evidence of progress.
- 04 Return accountable** Report what happened, what was learned, and what happens next.

## Who belongs in this room

- Enterprise people and organizational accountability
- Noncompeting with every other member of the room
- Willing to bring unresolved leadership issues
- Committed to attendance and confidentiality

## Membership standards

- Bring the real issue
- Attend prepared and on time
- Remain fully present
- Protect confidentiality
- Challenge with respect
- Contribute experience without prescribing
- Make clear commitments
- Return accountable

## INVESTMENT

\$400 - \$700 per month, by room and cadence

## THE NEXT STEP

## Request a confidential fit conversation.

Schedule directly: [meetings.hubspot.com/steve-kopecky](https://meetings.hubspot.com/steve-kopecky)

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