COMPASS
— PERFORMANCE INC —

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COMPASS PERFORMANCE INC

CHRO & People Executive Forum

A confidential room of noncompeting peers.

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

IN THIS BRIEF

01 The decision requested, and its basis

02 The room, and who belongs in it

03 Session rhythm and the four movements

04 The forum as a leadership operating mechanism

05 Membership standards and investment

06 Requesting a confidential fit conversation

Your Vision & an Organization Built To Deliver It

COMPASS PERFORMANCE INC

EXECUTIVE FORUM BRIEF · BOARD EDITION

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DECISION REQUESTED

Membership in CHRO & People Executive Forum.

Approval is requested for one seat in a confidential room of noncompeting peers, held monthly, on the terms set out below.

INVESTMENT	COMMITMENT	ROOM
$400 – $700 per month, by room and cadence	Monthly working session, plus quarterly	Eight- to ten-member

EXHIBIT 1

What the board relies on in approving it.

The basis of the recommendation

- For chief human resources officers and senior people executives shaping leadership and organizational capability.
- Selection runs both ways: an invitation follows a confidential fit conversation, and either party may decline at no cost.

EXHIBIT 2

Reported back to the board, not asserted.

How the return will be evidenced

- Named commitments with an owner and a date out of every session.
- A standing record of what was decided, done, and learned.
- Reported to the board in the member's own terms, not the room's.

RECORDED APPROVAL

Member Date

Board chair or sponsor Date

CHRO & PEOPLE

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.

EXHIBIT 1

The issues members actually put on the table.

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

EXHIBIT 2

Every session ends in commitments, not conversation.

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

ROOM

Eight- to ten-member

STATUS

Now forming — Founding-member conversations underway

SCAN TO SCHEDULE

Forum Discovery Call

30 minutes
Zoom video
Steve Kopecky

HOW THE ROOM WORKS

Rhythm, method, and the standard of participation.

Nothing enters the room to be discussed. Every issue is processed — examined, reframed, committed to, and returned against.

EXHIBIT 1

The standing calendar of the room.

Session rhythm

- Monthly virtual working session — up to three hours, facilitated
- Quarterly extended session on leadership and organizational architecture
- Accountability check on prior commitments to open every session
- Annual leadership design session — team composition, decision rights and the altitude each seat now requires

EXHIBIT 2

The same four movements, 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.

THE MECHANISM

Not a mastermind. A recurring leadership operating mechanism.

A Compass Executive Forum is not a mastermind or a networking group. It is a recurring leadership operating mechanism: the standing session where executives examine what has changed in the business, where roles, decision rights and alignment are drifting, what must be preserved, and what must be recalibrated — and leave with commitments on the record.

01	02	03	04	05	06
Business change	Executive reflection	Leadership recalibration	Operating decision	Execution	Renewal

EXHIBIT 1

The same five questions, asked in order.

What the room examines each session

- What changed — The conditions the current design was built for — demand, capacity, ownership, economics — and what has moved since the last session.
- Where it is drifting — Roles, decision rights and alignment: where the enterprise is now operating differently than it was designed to.
- What must be preserved — The parts of the operating system producing the result. Renewal is not reinvention.
- What must be recalibrated — The decision, the owner, the timing and the evidence — carried out of the room as a commitment, then returned to accountable.
- Who must carry it now — The seat the work now belongs to. As the enterprise changes, the leadership required to run it changes with it — and the room says so plainly before the calendar does.

EXHIBIT 2

LEAD™ sets it. ARC™ renews it.

Where it sits in the architecture

LEAD™ sets decisions, ownership and cadence. ARC™ — Analyze, Refine, Commit — renews them on a rhythm. The forum is where both are run monthly on issues that carry real consequence, with noncompeting peers and full confidentiality.

MEMBERSHIP

Who belongs, and what every member commits to.

The standards are the room. They are stated before an invitation is offered and held for as long as a member sits at the table.

A

Fit is confirmed in both directions before an invitation.

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

B

Held for as long as a member sits at the table.

What every member commits to

- 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

THE NEXT STEP

Request a confidential fit conversation.

Investment · $400 – $700 per month, by room and cadence
Selection · By invitation following a confidential fit conversation
Schedule directly · meetings.hubspot.com/steve-kopecky
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