COMPASS
PERFORMANCE INC

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COMPASS PERFORMANCE INC

Growth, Commercial & Technology Forum

A confidential room of noncompeting peers.

For commercial, growth, technology, and transformation executives accountable for where the business goes next.

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02 The room, and who belongs in it

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Your Vision & an Organization Built To Deliver It

COMPASS PERFORMANCE INC

EXECUTIVE FORUM BRIEF · BOARD EDITION

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DECISION REQUESTED

Membership in Growth, Commercial & Technology 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 commercial, growth, technology, and transformation executives accountable for where the business goes next.
- 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

GROWTH, COMMERCIAL & TECHNOLOGY

Growth, Commercial & Technology Forum

For commercial, growth, technology, and transformation executives accountable for where the business goes next.

A confidential room for the leaders carrying future revenue and future capability. Members examine market position, commercial architecture, and the technology decisions that shape both.

EXHIBIT 1

The issues members actually put on the table.

What comes into the room

- Commercial architecture and go-to-market design
- Pricing, margin, and customer selection
- Where AI creates advantage and where it introduces risk
- Transformation initiatives that stall mid-flight
- Building the capability the next curve requires

EXHIBIT 2

Every session ends in commitments, not conversation.

What members leave with

- A clearer view of where growth is actually available
- Perspective from leaders making comparable bets
- Assumptions about market and technology tested early
- Committed actions with owners and timing
- Peers who have already made the mistake you are considering

ROOM

Eight- to ten-member

STATUS

Interest list open — Room composition being defined

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 a single growth or technology theme
- 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

- Commercial, growth, technology, or transformation accountability
- Noncompeting with every other member of the room
- Prepared to work live commercial decisions
- 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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