COMPASS
— PERFORMANCE INC —

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COMPASS PERFORMANCE INC

Owner, CEO & President Forum

A confidential room of noncompeting peers.

The person ultimately accountable for the result rarely has a fully objective place to think out loud.

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Your Vision & an Organization Built To Deliver It

COMPASS PERFORMANCE INC

EXECUTIVE FORUM BRIEF · BOARD EDITION

Steve Kopecky, Strategy & Performance Architect

224.307.0912 · skopecky@compassperformanceinc.com

500 West Silver Spring Drive, Suite K-200, Glendale, Wisconsin 53217

COMPASSPERFORMANCEINC.COM

DECISION REQUESTED

Membership in Owner, CEO & President 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

- The person ultimately accountable for the result rarely has a fully objective place to think out loud.
- For founders, owners, CEOs, managing partners, presidents, and general managers carrying final accountability for the enterprise or a full operating result.
- 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

OWNER, CEO & PRESIDENT

Owner, CEO & President Forum

The person ultimately accountable for the result rarely has a fully objective place to think out loud.

For founders, owners, CEOs, managing partners, presidents, and general managers carrying final accountability for the enterprise or a full operating result.

Owners, CEOs, and presidents carry decisions that cannot always be processed with employees, family, advisers, investors, or the board. This room brings eight to ten carefully selected, noncompeting leaders together to examine consequential issues, challenge assumptions, and convert perspective into committed action.

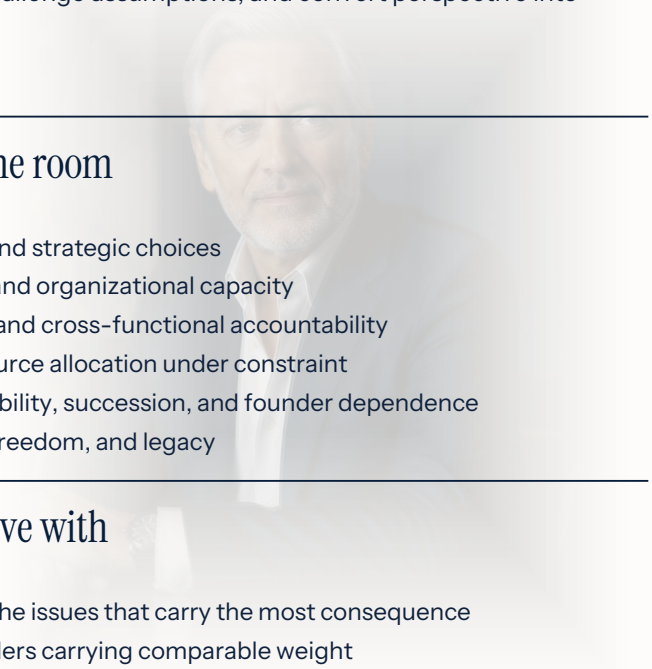


EXHIBIT 1

The issues members actually put on the table.

What comes into the room

- Enterprise direction and strategic choices
- Growth, complexity, and organizational capacity
- Competing priorities and cross-functional accountability
- Capital, risk, and resource allocation under constraint
- Executive-team capability, succession, and founder dependence
- Personal leadership, freedom, and legacy

EXHIBIT 2

Every session ends in commitments, not conversation.

What members leave with

- Clearer decisions on the issues that carry the most consequence
- Perspective from leaders carrying comparable weight
- Assumptions tested before they become commitments
- Defined actions with owners, timing, and evidence
- Trusted relationships that outlast any single quarter

ROOM

Eight- to ten-member

STATUS

Active — Accepting two additional members

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 or business showcase
- 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

- Final accountability for the enterprise or full operating result
- Noncompeting with every other member of the room
- Willing to bring the unpolished issue
- Able to protect confidentiality without exception

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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