DOCUMENT REGISTER

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COMPASS PERFORMANCE INC

Executive & Leadership Advisory

The leader, or the leadership system

Advisory for the leader carrying the decision, or for the intact leadership team carrying the enterprise.

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Architecture determines performance.

COMPASS PERFORMANCE INC

EXECUTIVE OVERVIEW · 2026

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WHAT THIS IS · WHO IT IS FOR · WHAT HAPPENS NEXT

01

Read inside the system, never beside it.

What this is

Advisory work at Compass is anchored to real decisions, real transitions and real leadership behavior — and behavior is always read inside the system that evokes, rewards or tolerates it. It is not generic coaching sold beside the architecture.

Two modes exist because two different constraints exist: the judgment of one leader, and the operating agreements of an intact team.

02

Two modes

INDIVIDUAL EXECUTIVE ADVISORY

For a CEO, President or executive leader. Moves leadership, enterprise judgment, role evolution, mental fitness and strategic execution.

INTACT LEADERSHIP TEAM ADVISORY

For a CEO and the leadership team, working as the team they actually are. Moves enterprise priorities, decision rights, operating cadence, team effectiveness, culture and strategic execution. Not group coaching, and not a facilitated offsite.

03

A short read, never a quiz.

Which mode fits

- The decision sits with one leader, and there is nobody to think it through with: individual advisory.
- The decision is sound but nothing moves after the meeting: intact-team advisory — the constraint is the team's operating agreements.
- Priorities keep multiplying and decision rights are unclear across the team: intact-team advisory.
- Role evolution, succession, or pace and capacity under strain: individual advisory, often alongside the team work.
- A leader taking a seat at this altitude for the first time: individual advisory on what the seat now requires.
- The enterprise has changed and the leadership team has not been re-read against it: intact-team advisory.

04

The standard

CONFIDENTIAL

Held to the same standard as our forums — in the room with one executive or with the intact team.

STRUCTURED

Anchored to real decisions, transitions and leadership behavior, read inside the system that evokes it.

TRANSFERRED

Judgment, cadence and decision rights the client keeps. Compass leaves business architects, not dependency.

WHERE THIS SITS IN THE COMPASS OPERATING FRAMEWORK

One architecture. This is one way into it.

FOUNDATION™ → SIMPLIFY™ → LEAD™ → GROW™, powered by ARC™. The work below is where this offering contributes.

FOUNDATION™	Trust, candor and mental fitness under pressure.
SIMPLIFY™	Decision rights, the vital few, and the capacity actually allocated.
LEAD™	Cadence, ownership and follow-through.
GROW™	The altitude each seat now requires as the enterprise changes shape.
ARC™	The review that keeps the leadership system honest over time.

THE NEXT STEP

Begin a conversation.

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