



COMPASS PERFORMANCE INC

Executive Forums

One community. Five rooms.

A confidential room of noncompeting executives who examine consequential decisions, test assumptions before they become commitments, and return accountable for what they said they would do.

Architecture determines performance.

CONFIDENTIAL

EDITION	Executive Edition
DOCUMENT	Membership Prospectus
REFERENCE	CPI-EF-PROSPECTUS
PREPARED FOR	Named recipient only

THE ROOMS

- 01 Owner, CEO & President Forum
- 02 COO & Operations Forum
- 03 CFO & Enterprise Finance Forum
- 04 CHRO & People Executive Forum
- 05 Growth, Commercial & Technology Forum

COMPASS PERFORMANCE INC

MEMBERSHIP PROSPECTUS · EXECUTIVE EDITION

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One community. Five rooms. One standard of conversation.

Compass Executive Forums bring noncompeting senior leaders into a confidential room where consequential issues are examined before they become commitments.

ROOMS	ROOM SIZE	CADENCE	INVESTMENT
Five, by responsibility	Six to ten members	Monthly, plus quarterly	\$400 - \$700 monthly

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THE REALITY

The higher the responsibility, the fewer the honest rooms.

Senior leaders rarely lack information. They lack an objective place to think out loud with peers who carry comparable weight, have no stake in the answer, and will ask the question no one inside the business will ask.

EXHIBIT 1

What a Compass Forum is not

The distinction members feel in the first session.

TYPICAL PEER GROUP

COMPASS FORUM

Exchange contacts

- **Examine consequential decisions**

Broad membership

- **Carefully curated peers**

Polished updates

- **Unpolished reality**

General advice

- **Questions and relevant experience**

Casual follow-up

- **Explicit commitments**

Transactional connection

- **Trust developed over time**

The room exists so the question arrives before the decision, not after it.

STEVE KOPECKY, FOUNDER AND FACILITATOR

THE METHOD

Four movements. Every issue. Every session.

Nothing enters the room to be discussed. Issues are processed — examined, reframed, committed to, and returned against.

- | | | |
|----|--------------------|---|
| 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. |

EXHIBIT 2

What the discipline produces

The compounding return of a room that keeps its commitments.

- Decisions made with the assumptions surfaced and tested
- A standing record of what was said, done, and learned
- A named owner, a date, and the evidence of progress for every commitment
- Judgment that compounds across quarters rather than resetting

OWNER, CEO & PRESIDENT

Owner, CEO & President Forum

01

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

What comes into the room

The issues members actually put on the table.

- 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

What members leave with

Every session ends in commitments, not conversation.

- 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	CADENCE	STATUS
Eight- to ten-member	Monthly working session	Active — Accepting two additional members

COO & OPERATIONS

COO & Operations Forum

02

For chief operating officers and senior operations, supply-chain, and manufacturing executives.

A confidential room for the leaders who carry delivery. Members examine capacity, complexity, and the organizational design underneath the operating result.

EXHIBIT 1

What comes into the room

The issues members actually put on the table.

- Complexity that grew faster than the system
- Capacity, throughput, and constraint
- Supply-chain risk and resilience
- Operating cadence and execution discipline
- Building an operations bench that lasts

EXHIBIT 2

What members leave with

Every session ends in commitments, not conversation.

- A clear view of the constraint rather than the symptom
- Practical experience from operators at comparable scale
- Assumptions about capacity and cost pressure-tested
- Defined commitments with evidence of progress
- Peers to call when the plant floor argues with the plan

ROOM	CADENCE	STATUS
Eight- to ten-member	Monthly working session	Now forming – Founding-member conversations

CFO & ENTERPRISE FINANCE

03

CFO & Enterprise Finance Forum

For chief financial officers and senior finance executives accountable for enterprise economics.

A confidential room for the executives who hold the economic truth of the business. Members work capital, margin, and the difficult conversations finance is expected to lead.

EXHIBIT 1

The issues members actually put on the table.

What comes into the room

- Margin structure and where profit actually comes from
- Capital allocation and investment discipline
- Forecasting credibility with the board and the bank
- Finance as a partner rather than a scorekeeper
- Transaction, transition, and readiness events

EXHIBIT 2

Every session ends in commitments, not conversation.

What members leave with

- A sharper economic read on the operating decision
- Perspective from finance leaders in comparable seats
- Assumptions in the model challenged before the board does
- Committed actions on the few things that move margin
- Peers who understand the position without translation

ROOM	CADENCE	STATUS
Eight-member target	Monthly working session	Founding members being selected — First cohort forming

CHRO & PEOPLE

CHRO & People Executive Forum

04

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	CADENCE	STATUS
Eight- to ten-member	Monthly working session	Now forming – Founding-member conversations

GROWTH, COMMERCIAL & TECHNOLOGY

05

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

What comes into the room

- The issues members actually put on the table.
- 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

What members leave with

- Every session ends in commitments, not conversation.
- 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	CADENCE	STATUS
Eight- to ten-member	Monthly working session	Interest list open – Room composition being defined

MEMBERSHIP

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.

- 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

EXHIBIT 1

Not the right room for leaders who

An honest no protects the room and the leader.

- Want networking or sales referrals
- Prefer polished updates over candid issues
- Cannot commit to consistent participation
- Are unwilling to challenge or be challenged
- Want the facilitator or peers to decide for them

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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COMPASS PERFORMANCE INC

Return accountable.

Compass Executive Forums are facilitated by Steve Kopecky for owners, presidents, and functional leaders who carry consequence — and who want the question before the decision, not after it.

SCHEDULE

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