



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.

Architecture determines performance.

CONFIDENTIAL

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COMPASS PERFORMANCE INC

EXECUTIVE FORUM BRIEF • EXECUTIVE EDITION

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COMPASSPERFORMANCEINC.COM

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

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

Session rhythm

The standing calendar of the room.

- 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

EXHIBIT 2

How every issue is processed

The same four movements, every session.

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

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

Who belongs in this room

Fit is confirmed in both directions before an invitation.

- 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

What every member commits to

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

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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