



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.

Architecture determines performance.

CONFIDENTIAL

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COMPASS PERFORMANCE INC

EXECUTIVE FORUM BRIEF • EXECUTIVE EDITION

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COMPASSPERFORMANCEINC.COM

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

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

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 or business showcase
- 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.

- 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

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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