

A General Overview

X X

Powered by the
Recruitment Process Outsourcing Association

Forums Prior to 2023

RPO Executive Forum

Launched 2016
Pam Verhoff
Denver 2017
Jacksonville 2018
Richmond 2019
Austin 2022

RPO Delivery Forum

Launched 2019, Chicago Jason Krumwiede Virtual 2020, 2021 Austin 2022

Global LATAM Forum

Launched in 2021 Cynthia Cohen

Global TA Forum

Launched in 2021 Erin Peterson

iCoCo Forum

Launched in 2022 Joe Marino & Chip Holmes



What is a Peer Forum?

Peer forums are groups of four to 10 people with similar interests who meet regularly for confidential conversations to share their problems, find support and insights, and learn and grow.

Source: How to Get the Most out of Peer Support Groups - A guide to the benefits and best practices,

by Boris Groysberg and Robert Russman Halperin, HBR, May-June 2022 Magazine



WHY JOIN?



Ongoing meaningful relationships with external peers in a non-competitive format



A safe space for learning from your peers' successes and failures



Development of communication habits and leadership skills that are useful in every aspect of members' lives



New Forums & Membership Eligibility

RPO Executive Forum

CEO, Presidents, and Vice Presidents of RPO providers

RPO Delivery Forum

Client Delivery Leaders and RPO Operation Directors of RPO providers

Global TA Forum

Directors and other leaders of global RPO providers or Talent Acquisition Directors or Head of Talent for companies hiring globally

iCoCo Forum

RPO, TA, and tech leader interested in staying current in the tech landscape and sharing experiences with peers in the industry





Membership Fee



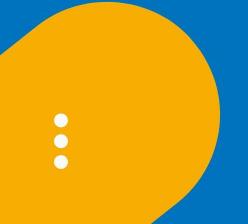
INDIVIDUAL MEMBER

\$600 annually



GOLD MEMBER

Three free membership spots





SILVER MEMBER

One free membership spot

000

Core Values

- → Respect
- → Trust
- → Support
- → Commitment
- → Confidentiality







Confidentiality Rules

- "What's said in the room stays in the room."
- → No recording
- → Share back insights not names
- Restate privacy commitment at every meeting

Meeting Format



× ×



MEETING ROLES







Forum Host



- An RPOA representative
- Responsible for the meeting logistics and quality, sending meeting invitations with agenda and reminders.
- The host serves as a timer during member updates and presentations

Forum Moderator



- Sets the agenda
- Guides the group through the scheduling and parking-lot processes, and models deep sharing as an inspiration for others.
- During the meeting, the moderator reminds everyone that the conversation is confidential and asks if any members are unable to be fully present, trusting, supportive, and respectful.

Meeting Agenda

- → Check-in (8 mins)
- → Member Updates (15 minutes)
- Member Presentations (30 minutes)
 - 5-7 minutes each with 10 minute group discussion
- → General Evaluation and closing (7 minutes)



Check-ins



Members: show up on time and silence their devices. Members are expected to be on camera, and give the conversation their undivided attention.

Moderator: remind everyone that the conversation is confidential and asks if any members are unable to be fully present, trusting, and vulnerable.



Member Updates



Members each give a brief (three- to five-minute) overview of the most significant issues on their minds.

Share the things that are in your "top 5%" (biggest opportunities) or "bottom 5%" (greatest challenges). What's keeping you up at night? What gets you up in the morning? Which issue causes the greatest emotional stress for you?

Updates are the source for the forum's "parking lot," an evolving list of topics to be explored at the current meeting or in the future. From it, the forum will select subjects that are urgent or important or reflect common themes.

Member Presentations

In-depth presentations (seven-to-ten minutes each) are at the heart of most meetings. All forum members should be given regular opportunities to make them, though usually only one or two people will do so at each meeting.

- → Begin by giving some background on a situation and then describing your feelings about it, potential courses of action, and desired outcomes.
- → Other members may ask clarifying or thought-provoking questions and then share how they connect to the issue and what emotions or experiences it calls up for them. (two minutes for each member)
- → At the end of the presentation, all participants reflect on their takeaways: new insights, perspectives, questions, or to-do items.









crisis mode





Member Presentations and Other Options



RPOA

How to join RPOA Forums?





Fill out an membership application



Pay membership fee



Receive forum guidebook and meeting invitation



THANKS FOR YOUR INTEREST IN THE RPOA FORUMS ••••