



2023 RPOA Forum

A General Overview

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](#)



RECRUITMENT PROCESS OUTSOURCING ASSOCIATION

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



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



HOST



MODERATOR



SPEAKER

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)



RECRUITMENT PROCESS OUTSOURCING ASSOCIATION



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.



Topical Exercises



A shift into crisis mode



Member Presentations and Other Options



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

