Peer to Peer- Guiding Principles

Peer group description

- Facilitated, self-governing, strategic gathering of company leaders willing to share their backgrounds, skills, industry experiences for the purpose of identifying/developing strategies, solutions and/or best practices for personal, professional or business development.

Meeting Frequency-Subject to COVID-19 travel restrictions*

- Four (4) in-person meetings and a minimum four (4) follow up telephone conferences
- * In-person meetings may be replaced by additional remote meetings/telephone conferences

Meeting Locations

- 1st meeting – WMC-Barbados- February 2021-Cancelled
- 2nd meeting – Participant host city May 2021 -TBD- depending on travel restrictions
- 3rd meeting – Participant host city August 2021-TBD-depending on travel restrictions
- 4th meeting – EXPO (Indianapolis) November 2021-TBD

Cost to participate

- $6,000 for TCIA member (per year)
- $7,500 for non-members (per year)

Application fee

- There is no application fee

Travel costs

- Peer group participants are responsible for their own transportation and lodging [note: the Peer- to-Peer group fee does not include EXPO or WMC registration fees]

Meeting Length

- The In-person meetings at TCIA events will be a day and a half. The participant hosted meetings will typically be two days to allow for host company tour. Each conference call meeting will be 1-2 hours.
Meeting content

- The group will determine the structure and different topics. Typically, the meetings will cover personal development, company development (such as business growth, profitability benchmarks, exit strategies), HR issues (such as employee development, succession planning, employee motivational strategies, etc.).

Confidentiality

- Confidentiality is essential. Each member will be required to sign a non-disclosure agreement. Participants will be expected to share confidential documents with fellow participants in the normal course of meetings.

Participants in each group

- 6 to 12 participants per group

Business size, revenue or number of employees

- A prospective participant will be expected to complete an application and have a discussion with the group facilitator prior to placement into an appropriate group.

Rules governing the group:

- The group is self-governing, so the group will vote to determine any mandatory rules for all participants, the structure of the meetings and the agenda for each meeting.
- Participant will be in a leadership position at his/her company
- There will be only one individual from each company who participates in the group.

Length of the commitment:

- Participants are expected to commit to the Peer-to-Peer for a minimum of a three (3) year period in order to get the ultimate benefits and to maintain continuity of the group. There is no restriction on a maximum time an individual can participate in the group.

Signatures:

Peer to Peer Participant: ___________________________ Date: ____________________

Peer to Peer Facilitator: ___________________________ Date: ____________________