



## The How

### A Pabasso board meets once a month.

Meetings are convened under the leadership of an experienced facilitator or 'Chair', typically by rotation, at a members' business premises. Membership is by invitation only and participants pay a monthly fee. Membership includes a 90-minute mentoring session, coaching, follow up and consultation with the group Chair every month. Occasionally we bring in speakers to cover specific topics requested by the members and we also have a number of ad hoc events for members.

Fundamentally, Pabasso boards exist to help drive members' businesses forward and are only available to ambitious and passionate business leaders who are identified and invited to join by a Pabasso Chair.

A key skill of the Chair is identifying enthusiastic board members who can work well together to the common aim. Members have the right to veto new participants, and members of new boards can help shape the membership with participants who collectively work together to achieve overall ambitions. Boards are made up of similar size businesses, or indeed of leaders within a specific discipline, for example HR. There can be no conflicts of interest on a Pabasso Board.



Each meeting is a completely confidential and supportive environment in which members are able to share personal and business problems, issues, and challenges – we call these bugs – what's bugging you? Our background is in technology and bugs are things in software that cause problems, irritation or distractions. If you do not deal with them they gnaw away at you and stop you from getting the job done. It's the same with personal and business challenges, issues and opportunities. If you don't deal with them they don't go away but they just become more of a distraction. Bug processing is done in a confidential structured and supportive environment with like-minded people.

The goal is to improve the members personal and business lives and develop them professionally which ultimately leads to improvements in their businesses.

### Pabasso targets board membership at a maximum of 12 members.

All members must be from non-competitive sectors. Suppliers and customers to board members are not allowed into their group, but they can join another Pabasso Board.



considered and agreed.

Meetings include a dedicated segment where members private or business Challenges/Issues/Opportunities (bugs) are assessed. The most pressing issues are discussed in detail, in a formal and structured way. Members whose issues are assessed can expect to leave the meeting with a plan against which they will be held accountable and challenged by their peers. A proportion of each meeting is spent reviewing progress since the last meeting. Members personal and/or business goals are also

Monthly meetings are scheduled annually in advance and typically take a full morning.

Each Peer Advisory Board is a safe haven where members can discuss, in complete confidentiality, any private or business Challenges/Issues/Opportunities (bugs) with their like-minded peers.

Direct selling to other board members is discouraged, Pabasso is not a sales networking group.

PAB fees are normally allocated to the members Professional Services or Training Budgets.

## Pabasso

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