



Unlock Success with PHCC Visionary Peer Groups!

Embrace the Adventure of Business Ownership

Venturing into business ownership is both a colossal challenge and a rewarding adventure. At PHCC, we recognize that while no one can know everything, the key to thriving lies in our willingness to learn from and mentor one another.

Introducing Visionary Peer Groups

Join a vibrant community where shared wisdom and mutual support pave the way to success. Our Visionary Peer Groups are designed for business owners who are eager to navigate their challenges collaboratively.

What is a Visionary Peer Group?

A Visionary Peer Group is a collective of business owners who meet regularly to share operational and planning ideas, functioning as a “board of advisors” for each member. With a focus on specific goals, financial management, process improvement, and industry benchmarks, this group will help you stay committed to your vision through accountability and shared insights.

Why Join a Visionary Peer Group?

- **Collective Wisdom:** Benefit from the combined experience and insights of like-minded peers. Tackle challenges and brainstorm solutions together for mutual growth and prosperity.
- **Expert Facilitation:** A seasoned business coach guides our groups, eager to share knowledge and enhance your learning journey with invaluable support and advice.
- **Commitment to Success:** Discover that the secret to success lies not in hidden strategies but in commitment, implementation, and accountability. Our community empowers members to focus on these foundations.
- **Achieving Goals Together:** Gain encouragement and the tools needed to refine your business, making it more rewarding while reaching your goals alongside fellow business owners.

Benefits of a Visionary Peer Group:

1. A clearer understanding of the owner's roles and responsibilities
2. Access to a seasoned “board of trustees”
3. Leverage the experience and skills of others



4. Accountability from peers on actionable tasks
5. Networking opportunities with like-minded individuals
6. Ideas for business development and strategic planning
7. Time-saving tips and financial insights
8. Education on industry standards and innovative technology
9. A valuable support network and camaraderie
10. Sharing of best practices
11. Perspectives from other business owners (supportive and constructive)
12. Motivation to implement necessary changes

Join us in creating a supportive environment designed to elevate your business to new heights!

For more information and to become a member, contact us at Dobkin@naphcc.org or 916-835-5013.

FAQ's:

1) Who should participate in the PHCC Visionary Peer Group?

The PHCC Performance Groups have been created to support business owners or decision makers specializing in residential and light commercial service for Plumbing, Heating and air Conditioning.

2) What happens with shared information from the group calls?

All information shared in this group will remain confidential! Each participant will sign a non-disclosure agreement intended to build trust and confidence in sharing business information. It also ensures honest and factual information and feedback are shared.

3) How are the groups determined?

The final selection of participants in the group will be based on how you respond with the information needed to join the group. The action steps for this process are as follows:

- Fill out the questionnaire and return to Dobkin@naphcc.org by December 31, 2025 to be considered for the first PHCC Performance Peer Group.
- Submit your 2026 goals no later than December 31, 2025.

4) How many people are in each group?



From experience, we have discovered the size of each Peer Group should not exceed fifteen members. This gives all members an opportunity to participate.

5) When will the first peer group start?

The first PHCC Visionary Peer Group will start in January 2026 via Zoom.

6) How long and how often does the peer group meet?

The group will meet monthly via a zoom link for 1- 1 1/2 hours.

7) What will I get from the Visionary Peer Group?

Participating in this peer group will provide additional resources to effectively and timely solve management challenges through networking and peer support.

8) Why is this process effective?

Here is what makes this process so valuable:

- The group Facilitator is a business coach
- Peer group exchange, support and accountability
- Structured meetings designed to create results
- Peer group review and feedback on each other's businesses and markets

9) If I have questions, to whom do I reach out?

Schedule a time to talk to Beth Dobkin at dobkin@naphcc.org or 916-835-5013 if you still have questions.

10) What is the cost to participate in a PHCC Performance Group?

The monthly cost is \$179, which includes facilitation fees, pre-meeting communication, education, meeting agendas and follow-up summaries from each meeting as well as occasional, limited coaching support when needed. This is a subscription and can be ended by notifying PHCC.

11) Will the group ever meet in person?

In person meetings would be determined by the specific participants along with the facilitator. If the group requests, time can be scheduled to meet at CONNECT each year. An additional fee may apply to cover the facilitator's time and expenses.

12) What are the requirements of participation in a Performance Group?



Here are our rules of engagement:

- **During the meeting, your camera and your mic need to be on.**
- Attendance – Be present and engaged. Treat this as a priority.
- Timeliness – Meetings will start and end on time.
- Preparation – Review agenda topics ahead of time.
- Respect, trust and sharing of information are crucial.
- Participation - Be prepared to share ideas, ask questions, and offer suggestions.
- Active listening is essential.
- Confidentiality is mandatory.
- Focus on the opportunity to gain experience and grow.
- Maintain a kind and courteous attitude.
- Email and cell phone information will be shared between members of the group to promote support within the group outside the scheduled meetings.
- Most importantly, please enjoy the experience.

13) How will I know I have been accepted into the group?

You will receive an email from your facilitator with the details of your assigned group and the first meeting date, time and link.

14) Am I still responsible for the monthly fee if I am unable to attend the meeting that month?

If you remain in the group, the monthly fee is not waived.

15) What if I don't sync with the group that I am in?

You should discuss your experience with your facilitator; there may be other options available.

16) How much time does it take for a peer group to really be effective?

This depends on your personality and commitment.