



# CONVERGENCE LEARNING LAB

Supporting Higher Education Leaders Navigating Deep Divisions

## THE CHALLENGES

If there is one thing Americans can all agree on, it is that the deep divisions we face are tearing at the fabric of our communities and institutions. A range of organizations – businesses, non-profits, community organizations, and government agencies – are faced with challenges navigating the resulting issues and the new approaches they require. **Higher education institutions face particular challenges:**

- Fostering inclusive academic environments consistent with long-held values at a time when “us vs. them” is such a prevalent way of seeing the world.
- Addressing issues of free speech and academic freedom.
- Managing the expectations of increasingly diverse groups of employees, students, the local community, and other stakeholders.
- Providing transparency and building buy-in around potentially divisive policy positions.
- Convening public meetings or town halls that result in increased understanding and problem-solving rather than devolving into uncivil debate.

## CONVERGENCE CAN HELP

Convergence is the leading organization bridging divides to solve critical issues through collaborative problem-solving across ideological, political, and cultural divisions. For 15 years, we have brought together leaders, doers, and experts to build trusting relationships, identify consensus solutions, and catalyze unlikely alliances for constructive change on seemingly intractable issues. Through the **Convergence Learning Lab**, we inspire and equip leaders to use our collaborative problem-solving methodology for addressing the deep divisions within their communities and organizations.

## OUR SERVICES



### Training

Participation will strengthen your knowledge and skillsets as follows:

- Uncovering the **roots of polarization and division**
- Understanding the **psychology of conflict**
- Discovering **effective strategies** for bridging divides
- Applying collaborative problem-solving to go **from conflict to action**

CONVERGENCE



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## Consulting

Our consulting team can also work with you to design a **specific collaborative problem-solving process for addressing the unique challenges your institution faces**. Whatever the issue, a broad range of leaders, employees, and other relevant stakeholders will be engaged in producing better, more informed, and more inclusive decisions. We can also help you design systems and processes to make your institution resilient in the face of our growing division, including systems for effective conflict management and productive stakeholder engagement.



## Curriculum

Convergence Founder Rob Ferish and CEO Mariah Levison translated our collaborative problem-solving approach into a book that serves as the basis of our curriculum for students, educators, and administrators alike. Entitled ***From Conflict to Convergence: Coming Together to Solve Tough Problems***, the book is a hands-on guide to de-escalating conflict and constructively engaging with others to find better solutions to problems. Full of real-life stories and examples, this book provides tried and tested strategies to help a wide array of people negotiate and navigate seemingly intractable conflicts.

Our course guide will become available in the Fall of 2024.

## THE RESULTS

Over time, the impact of our engagements include:

- Increased resiliency to divisions and polarization.
- Increased unity, equity, collaboration, connection, and trust.
- Increased productivity, competitiveness, and prosperity.
- Improved institutions that are trusted by and serve all people.
- Reduced alienation and loneliness, and improved mental health.
- Reduced violence, hate, and discrimination.

## Contact us to learn more

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