



CONVERGENCE LEARNING LAB

Supporting Government Leaders Navigating Deep Divisions

THE CHALLENGES

If there is one thing Americans can all agree on, it is that deep divisions are tearing at the fabric of our communities and institutions. Organizations across sectors – businesses, nonprofits, community organizations, and government agencies – are struggling to navigate the challenges these divides create and the new approaches they require. **City, county, and state officials face mounting pressure to engage diverse stakeholders in resolving contentious and complex public policy issues.**

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 over 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. **The Convergence Learning Lab's training and consultation services empower leaders with the necessary skills to bridge these divides, resulting in policies and laws that meet more constituent needs**, greater public buy-in across difference; more constructive and effective local government meetings; stronger collaboration and effective policymaking among local and state lawmakers, and, ultimately, more effective systems of government overall. **Stronger economies, better schools, better communities are within reach.** The Convergence Learning Lab can help:

- **Design public meetings** on controversial topics to ensure constructive dialogue
- **Foster constructive public engagement on contentious issues** like eminent domain, land use, zoning changes, siting new energy facilities, and school curriculum changes
- **Effectively tackle controversial changes** to ordinance, regulation, and policy
- **Build the capacity of local state or tribal governments** to navigate and address divisive issues
- **Design task forces, advisory committees, and other stakeholder groups** to move beyond lowest-common-denominator compromises toward higher-ground solutions of mutual benefit – solutions that really meet the needs of all stakeholders

CONVERGENCE



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OUR SERVICES



Training

Participants will strengthen their 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 move **from conflict to action**



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.



Convergence partnered with National Association of Counties (NACo) to facilitate workshops and **design a toolkit** for county leaders.



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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