



CONVERGENCE LEARNING LAB

Supporting Foundation Leaders Navigating Deep Divisions

THE CHALLENGES

Today's philanthropic landscape is marked by extraordinary opportunity—and unprecedented complexity. Foundation leaders and nonprofit executives alike are grappling with intense polarization, internal and external tensions around values and priorities, and growing demands for transparency, equity, and authentic community engagement.

At a time when trust in institutions is declining, donors, staff, and community partners often hold divergent views on the best way to create meaningful change. As leaders strive to identify and meet urgent needs on the ground, many are also navigating difficult conversations around race, power, politics, and purpose. Passionate commitments can collide, leading to conflict, strained relationships, and stalled progress.

Foundation leaders also face the growing expectation to position grantees for impact beyond providing financial support—helping grantees and community partners build their own capacity to adapt, collaborate, and lead in divided contexts. **But how can funders support this kind of deep, relational work when their own organizations are navigating tensions and uncertainty?**

CONVERGENCE CAN HELP

Convergence is the leading organization bridging divides to solve our nation's toughest challenges through trust-building and collaborative problem-solving. For over 15 years, we have brought together leaders across ideological, political, and sectoral lines to reach breakthrough solutions to complex social problems.

Through the Convergence Learning Lab, we equip foundation leaders and their grantees with proven tools and approaches to navigate contentious divides with confidence, clarity, and compassion. Our methodology builds the relational and strategic skills needed to align diverse stakeholders, support grantees beyond the grant, lead through uncertainty and ultimately achieve desired impact. The Convergence Learning Lab can help:

- ➔ **Navigate internal tensions** around strategy, equity, or values by equipping teams with tools for productive disagreement, inclusive decision-making, and resilient leadership.
- ➔ **Support grantee capacity-building** by modeling and sharing collaborative problem-solving approaches that strengthen leadership, communication, and conflict resolution across the ecosystem.
- ➔ **Strengthen donor relationships** through trust-building strategies that allow for honest dialogue, mutual understanding, and deeper alignment on mission and impact.
- ➔ **Engage community stakeholders** with openness and humility, so feedback is integrated meaningfully and partnerships are strengthened, not strained.
- ➔ **Respond adaptively to change**, whether in the political climate, funding landscape, or community context—without compromising your mission or fracturing relationships.
- ➔ **Align across departments and roles** to support budgeting, communications, and program delivery that reflect shared values and maximize community benefit.

CONVERGENCE



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OUR SERVICES



Training and Workshops

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 go **from conflict to action**



Curriculum

Our learning solutions will improve your leadership capacity and your organization's effectiveness at navigating conflict and solving critical problems. Training options include custom workshops, **Convergence Compass** – an online learning program – and ***From Conflict to Convergence***, the book co-authored by Convergence Leaders Rob Fersh and Mariah Levison.



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.

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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