



CONVERGENCE

Solving Problems. Sparking Hope.

Training & Workshops

Through Convergence's proven collaborative problem-solving methodology, we bring leaders together across ideological, political, and cultural lines – many who never thought they could talk to one another – to build trusting relationships, identify breakthrough solutions, and form unlikely alliances for constructive change on seemingly intractable issues. Our track record includes tackling contentious issues such as the cost of health care, family policy, digital discourse, guns and suicide prevention, the federal budget process, nutrition and wellness, and K-12 education.

Our process is improving lives and sparking hope for a more resilient and collaborative future.

Workshop Options

As the leading organization bridging divides to solve critical issues, Convergence is uniquely positioned to bring our transformative approaches to your organization. We have a series of workshops ranging from 90 minutes to 1.5 days or longer, which will be customized based on your organizational goals and objectives for this training.

Intro to Collaborative Problem-Solving Mindsets

90 mins • Up to 30 participants

Learning Objectives:

- Understand the roots of why we're so divided
- Begin to cultivate a problem-solving mindset

Virtual:

\$1,000

Fundamentals of Collaborative Problem-Solving

4 hours • Up to 25 participants, in person or 12 virtual

Learning Objectives:

- Understand the roots of why we're so divided
- Begin to cultivate a problem-solving mindset
- Understand the steps of collaborative problem-solving
- Have a framework for forging higher-ground solutions

In-Person:

\$3,500 + Travel

Virtual:

\$2,500

Principles and Practice for Collaborative Problem-Solving

1.5 days • Up to 25 Participants

Learning Objectives:

- Understand the roots of why we're so divided
- Begin to cultivate a problem-solving mindset
- Understand the steps of collaborative problem-solving
- Have a framework for forging higher-ground solutions
- Develop fundamental conflict resolution skills such as transformative listening and reframing
- Practice applying these skills to an issue in your own community & organization

In-Person:

\$7,000 + Travel

CONVERGENCE COMPASS



Constructive
Dialogue
Institute

CONVERGENCE



Greater Good
Science Center

Training Options

Convergence Compass*

Learning Objectives:

- Convergence Compass Online Curriculum
- Monthly open office hours

Per
Person:
\$249

Convergence Compass with General Cohort*

Virtual • Up to 20 participants

Learning Objectives:

- Convergence Compass Online Curriculum
- 12 hours of instructor-led training focused on application of concepts and practice of skills in a cohort setting
- Monthly open office hours

Per
Person:
\$1,499

Convergence Compass with Private Team/Organization Cohort and 1:1 Coaching

Virtual or in-person • Up to 15 participants

Learning Objectives:

- Convergence Compass Online Curriculum
- 12 hours of instructor-led training focused on assisting participants in applying content to a challenge in their team or organization in a cohort setting
- Three hours of 1:1 coaching to practice and apply skills for each participant
- Monthly open office hours

Per
Cohort:
\$40,000

*1:1 coaching available as an add-on for \$199 for two 30-min. sessions

To learn more, reach out to:

Beth Miller, Executive Vice President

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Convergence Compass is a one-of-a-kind online learning program that helps participants understand what drives division and teaches them evidence-based strategies for effective dialogue and collaborative problem-solving, even on the toughest issues. The curriculum is designed by Convergence in partnership with Constructive Dialogue Institute and UC Berkeley's Greater Good Science Center. The program is available as a standalone offering and as a cohort with instructor-led sessions in between courses to practice and apply skills. **The courses include:**



Understanding Polarization: The Root of Division

An overview of polarization's impacts on relationships, society, and politics provides participants with a basic understanding of the conflicts and tensions that exist in communities and organizations.



Conflict and the Brain: The Psychology of Conflict and its Resolution

An overview of the ways in which our brains operate that lead to conflict so that participants are better equipped to manage conflict. It provides concrete tools to address cognitive biases like the Confirmation Bias and Attribution Error. The course applies the six moral foundations as a framework to help participants understand and bridge difference in perspectives. The course also shares the research and brain science behind the full program.



Bridging Divides: Strategies for Effective Dialogue

Equips participants with the mindsets and practical strategies and skills to engage in difficult conversations, build relationships, and bridge differences. These skills include how to use storytelling to build understanding and how to transform destructive statements into constructive ones.



Collaborative Problem-Solving: From Conflict to Solutions

These courses provide a deep dive into collaborative problem-solving – an evidence-based methodology for transforming conflicts that enables people to go beyond compromise to develop mutually beneficial solutions that are wiser and more durable than anything they could have developed on their own, and to develop trust and relationships along the way. From conflict analysis and stakeholder identification, to convening, relationship-building, and forging consensus solutions, these final modules provide a comprehensive roadmap for participants to take what they've learned and apply it to help their respective communities tackle divisive issues.