

CONVERGE

Con·verge | kən-ˈvərj : To come together and unite in a common interest or focus.

Leadership and Culture Summits **November 29-30, 2023 - Pearl, MS**

In partnership with



What is Converge?

Converge Leadership and Culture Summits are 2-day, high energy, facilitator-led events designed to help your organization become THE place to work for. The primary goal is to provide a blueprint to increase morale, attract and retain the best people, and to enhance wellness for every member of the organization.

Converge works best when teams come together, regardless of rank, expertise, or role, and focus on developing leadership and an ACTIONABLE culture people understand and can get behind.

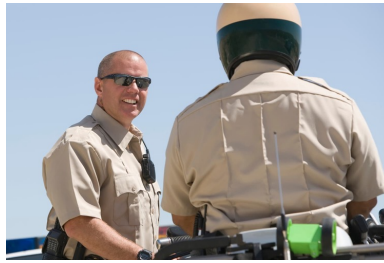
What Will be Covered?

Leadership at All Levels



Healthy organizations invest in leadership at all levels, sworn and non-sworn. It is statistically proven that people stay where they are invested, respected and can grow. Pay is not the deciding factor.

Agency Culture Map



Intentionally design your agency culture and give your people the workplace they deserve. Participants develop a blueprint and implementation strategies. Great culture doesn't happen by accident.

Succession Planning



Organizations that thrive and continue to grow over time do so by consistently having the right people in the right places. Cement your legacy and succession plan for talent, not title.

Why Should We Attend?

The workplace is rapidly changing, and every organization has a decision to make. Do we keep doing what we've been doing (how's that working for you?), or do we challenge the status quo and think differently? If you want the competitive advantage for getting the right people into your organization and creating a culture where people thrive, you cannot afford to miss this summit. If you don't come, you can bet the agencies you're competing with will.

What to Expect

The Converge Summit is unlike any other. Have you ever attended an event that purposely brings together the Command Staff, Supervisors, Non-Supervisors (both sworn and civilian) to collaborate in small groups to intentionally design the culture and set expectations for the entire agency? If so, you're in rare company. The concepts in this summit can shape your agency for years to come.

The Summit concludes with a dynamic keynote speaker that will motivate us to go out and become THE place to work for!

Day 1 – Individual Tiered Leadership Programs

Day 1 is all about individual leadership. You can't be expected to lead others unless you lead yourself first. On Day 1, participants are divided into three separate groups (Non-supervisor, Supervisor, and Senior Leader) to receive leadership training specifically designed for their current position in the organization.

Leading Without Rank: For Those Who Are Not the Boss (Non-supervisors)

This course is intended to help non-supervisors develop leadership skills that will be critical in their career. Topics include "leading up", having difficult conversations, the distinctions between leadership and authority, discovering your "why" and how to leave a legacy.

Stuck in the Middle: Leading Between a Rock and a Hard Place (Supervisors)

This course is specifically designed for those who find themselves somewhere "in the middle" of an organization. Intended for supervisors who are not senior leaders, we will discuss being the leader your people deserve, moving from "doer" to "leader, the art of delegation, providing and receiving feedback, task prioritization, and how to work for "that" boss.

Not By Chance: The Intentional Senior Leader (Senior Leaders)

Being a great leader does not happen by chance; it's an intentional process. This course will provide senior leaders with valuable insight about being an intentional leader. Topics will include - being the Chief Vision Officer, being the Chief Communication Officer, being a people-first organization, developing a leadership team, how not to be "that" boss, and unintended consequences: why words matter.

Day 2 – Extraordinary Culture Through Intentional Design

Day 2 is where the magic happens! All participants “converge” into one room and are grouped by agency, with equal numbers of non-supervisors, supervisors, and Senior Leaders. This highly facilitated workshop will have all members collaborating to design extraordinary culture for their agency.

Time	Topic
7:00 am-8:00 am	Registration Open
8:00 am-8:15 am	Opening Remarks – Host Agencies
8:15 am-8:45 am	What’s My Style? Effective Communication in the Workplace
8:45 am-9:30 am	Traits of High Performing Culture – Two Iconic American Companies
9:30 am-11:00 am	Mission Statements: More Than Words on a Wall “WHY Discovery Workshop)
11:00 am-12:00 pm	Designing the Culture Your People Deserve Fundamental Behaviors Selection Workshop
12:00 pm-1:00pm	Lunch Break
1:00 pm-2:30 pm	Designing the Culture Your People Deserve Fundamental Behaviors Selection Workshop (Continued)
2:30 pm – 3:00 pm	Rituals, Implementation, and Coaching the fundamentals
3:00 pm-3:45 pm	Succession Planning for Talent, Not Just Title
4:00 pm-4:45 pm	Keynote Speaker
4:45 pm- 5:00 pm	Summit Wrap-up

