

## **Convergency Partners Expands Its Talent Pool and Geographic Reach**

### ***Firm Continues to Ignite Sustained Growth for a Wide Range of Companies By Helping to Drive Transformative Leadership***

Seattle – April 26, 2011 – Convergency Partners LLC, which collaborates with senior management teams at a wide range of companies to ignite sustained growth through transformative leadership, announced today that it's expanding its talent pool and geographic reach just five months after its launch.

Indeed, two experienced thought leaders – Lawrence Epps, Jr. and Keith Macksey – have joined the firm in order to help clients drive meaningful change and create lasting value throughout their organizations.

Epps, a Managing Principal, will be based in Dallas-Fort Worth; and Macksey, an Engagement Leader, will operate from Raleigh-Durham.

### **Building Collective Leadership Teams**

“Lawrence and Keith will help us make an unmistakable difference for our clients each and every day, especially when it comes to building collective corporate leadership teams that drive winning cultures and strategies,” explains John Boyle, Managing Partner and Co-Founder of Convergency Partners. “Each of these guys has worked with the best companies in the world, and they know how to ensure corporate viability, harvest organizational possibilities, and accelerate top- and bottom-line performance.”

Adds Kevin Klustner, Managing Partner and Co-Founder of Convergency Partners: “We work with executives who have the vision, courage, strength of character, stamina, resilience and perseverance to thrive in a time of tremendous business uncertainty. And Lawrence and Keith both match up extremely well with this kind of mature corporate leader. Whether it's visioning and growth renewal, leadership and top team, organization culture and change, or operational alignment, they've been in the room, sat at the table, and helped make the right calls again and again.”

A former IBM executive with over 30 years in the information technology industry, Epps was the managing principal of LEE Diversified Consulting Group, which helped clients accelerate business performance through a more deliberate focus on leadership and organizational effectiveness.

### **Helping Senior Executives Tackle Complex Cross-Organizational Issues**

Epps is certified as a Master Human Capital Strategist by the Human Capital Institute, and he specializes in senior executive team alignment, executive development, and accelerated change consulting using a variety of problem-solving frameworks to tackle complex cross-organizational issues that are impeding the achievement of critical business objectives.

He is a native of New Orleans, where he graduated from Xavier University with a B.S. in Accounting. And he completed more than 600 hours of education over the course of his career at IBM, including training provided by Harvard Business School, the Hay Group, and the Human Capital Institute.

Epps serves on the Board of Directors of the North Texas Minority Chamber of Commerce, is a member of the Irving Chamber of Commerce, and also participates in the Dallas Independent School District's Principal Executive Partnership program.

For his part, Macksey has broad experience in entertainment, themed restaurants, hospitality, retail, and education.

### **Enhancing and Aligning Corporate Culture and Strategies**

Since 1981, he has led transformation and leadership building teams, directed training and development groups, and facilitated groups both large and small as they worked to align personal and professional goals and strategies.

Macksey has designed, launched and administered leadership development programs for Walt Disney World, Hard Rock Cafe International, and a host of leading retailers.

More recently, he was responsible for the launch and ongoing development of employee engagement at a Fortune 300 retailer, helping leaders to significantly drive performance as a result. He also designed and led the retailer's first-ever talent review processes.

Over the course of his career, Macksey has led training for several thousand front-line employees, mid-level managers, and junior and senior executives in a variety of industries, garnering high praise for his wit, enthusiasm, and ability to communicate important messages.

He is the published author of several academic, peer-reviewed research papers, and currently serves as executive editor for a series of medical textbooks.

Macksey has an M.A. in Organizational Communication from the University of South Florida, where he was selected as Outstanding Graduate Student of the Year in the College of Arts and Letters.

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