



NEW PANGAEA

Making extraordinary ordinary: habits that hold under pressure

ROB MURRAY

MSc Neuroscience candidate
Former police commander

OPERATION CONVERGENCE

A full-day crisis simulation where every tier of your leadership meets reality at once.

When a crisis hits, does your strategy survive contact with reality?

A customer dies because allergen information never made it onto a label. It makes national news and changes the law. Every CEO who reads a story like that should ask one question: how ready are we for something similar?

THE PROBLEM

When a high-profile incident hits (a fatal safety failure, a data breach, a safeguarding crisis) the gap that destroys reputations is rarely at the top or the bottom. It is in the middle. Strategy dies in translation between the boardroom and the front line.

The question is not whether your organisation will face a crisis. It is whether the right decisions will reach the right people in time to matter.

THE PROGRAMME

Operation Convergence is a business flight simulator: a live, evolving crisis scenario built for your organisation, which adapts to every decision your people make. Leaders from every tier are in the room together, because that is how a real crisis unfolds. It draws on the immersive simulations used to train police commanders and the multi-agency planning Rob led for Royal Ascot, Reading Festival and state visits. Over one day, it tests:

- How you identify and understand risk, and how that shapes strategy under pressure
- Whether you have defined what success actually looks like
- How clear leadership responsibilities are when it matters most
- How far communication genuinely reaches through the organisation
- What the return to normal looks like, and who leads it

WHAT YOU RECEIVE

Bespoke simulation

A full-day crisis scenario built for your sector and your team

Written report

Gaps, blind spots and actionable recommendations

Annual review

Optional retainer: a yearly retest to show progress and keep readiness sharp

YOUR FACILITATOR

Rob Murray spent 20 years in policing, 17 of them in leadership roles. Later in his career, as a Silver and Bronze Commander, he commanded 4,500 officers for a US Presidential state visit. He worked on state visits for three US Presidents, royal events, one of the country's largest sporting occasions, the 2011 riots and the response to a national emergency. He led large, multi-skilled teams across organisational boundaries, drawing in specialists from other forces and partner agencies, and delivered complex operations on tight budgets. He went on to lead national graduate leadership programmes before founding New Pangea.

Few people have made life-and-death decisions and studied what that does to the brain. Rob has done both, and that combination sits at the heart of Operation Convergence.

MSc Neuroscience candidate

BSc Zoology (Hons)

Silver & Bronze Commander

Senior Police Leader

INVESTMENT FROM £20,000

One day, up to 30 people, bespoke scenario and written report · Convergence Enterprise from £30,000: larger or multi-site exercises with live media injects, pre-exercise interviews and a board debrief

To discuss Operation Convergence for your organisation: robmurray@newpangea.co.uk | newpangea.co.uk