

Welcome to the NextGen Gov Training Summit!

May 20, 2026

nextgen | govloop



Housekeeping



Learn More

Check out the Resources tab for additional information and resources specific to this session.

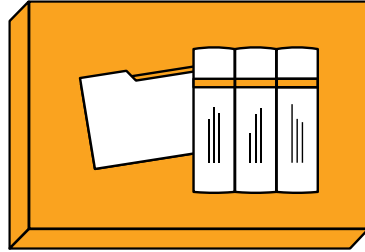


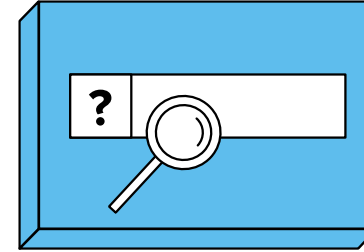
Exhibit Hall

Head to the Exhibit Hall in the main environment to view all of our booths and download resources.



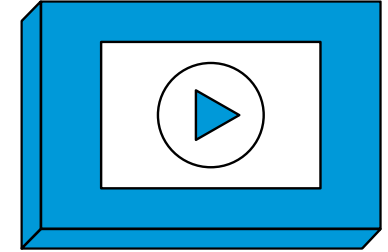
Networking

Connect with your fellow govies in the Lobby chat in the main environment.



Get Answers

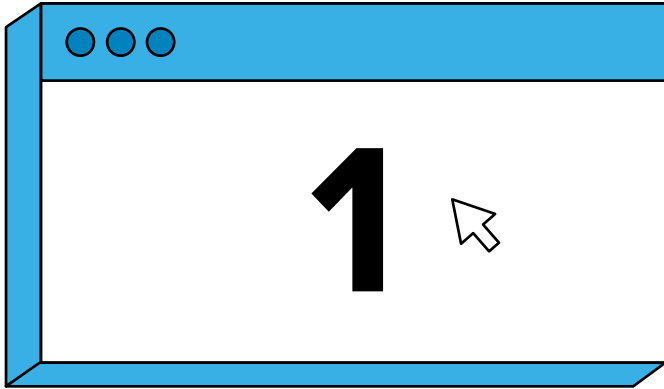
Submit your questions using the Q&A or Chat tab at the bottom of your console. The Q&A tab is also where you can submit technical questions.



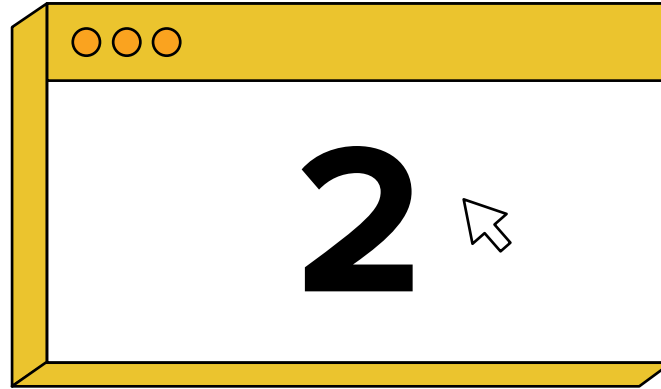
On-Demand

We will email a link to the on-demand version tomorrow. Email us at nextgen@govloop.com if you have any questions.

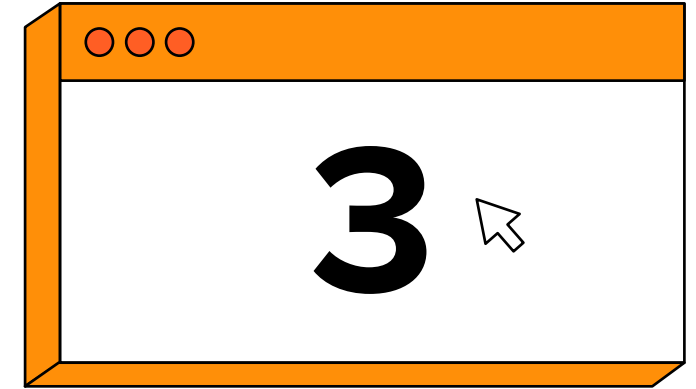
CPE Info



Attend this live online training for the full duration



Take the polls throughout the live training. These will appear as a pop-out window on your screen. Click your response and hit submit.



Complete the evaluation: It can be found in the resource module on this training and in the Resource Center in the main environment.

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AMERICA



Defining Your Impact in Public Service



Sabrina Amjad

Government Strategic
Advisor



Defining Your Impact In A Time Of Constant Change

The Future Will Favor Those Willing To Learn Again

Sabrina Amjad

Founder of Vanbri Global Consulting

NexGen Summit 2026



DEFINING YOUR IMPACT IN A TIME OF CONSTANT CHANGE

THE LEADERSHIP CHOICES WE MAKE TODAY WILL SHAPE THE CULTURE WE CREATE TOMORROW

FOR MANY OF US, CONFIDENCE WAS BUILT THROUGH:



what we knew



what we had mastered



the systems we understood



and the experience we earned over time

WHAT WE ARE REALLY FACING

NOT SIMPLY DISRUPTION—
BUT SIMULTANEOUS PRESSURE ACROSS:



TECHNOLOGY



PUBLIC TRUST



WORKFORCE IDENTITY



INSTITUTIONAL STABILITY



HUMAN RESILIENCE

And many employees are trying to navigate all of it at once while still being expected to:

- ✓ PERFORM
- ✓ ADAPT
- ✓ STAY OPTIMISTIC
- ✓ CONTINUE DELIVERING RESULTS

ACROSS THE U.S., PUBLIC SERVANTS ARE NAVIGATING UNPRECEDENTED CHANGE:



AI IS ACCELERATING EVERYTHING

Decisions, workflows, expectations, communication, learning, and job structures.



UNCERTAINTY IS IMPACTING IDENTITY

People are asking: Will my role change? Do my skills still matter? Where do I fit in?



PRESSURE IS PERSONAL

Rising expectations, workforce shortages, political pressure, and emotional exhaustion.



IMPACT IS STILL SHOWING UP

Millions of people continue serving their communities every single day.

WHILE SOME COUNTRIES ARE MOVING AGGRESSIVELY



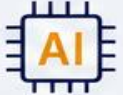
Governments are redesigning workforce models



Schools are rethinking education systems



Industries are restructuring roles



Organizations are racing to become AI-ready

SOME NATIONS ARE TREATING THIS MOMENT AS:



AN ECONOMIC RACE



A WORKFORCE SURVIVAL CHALLENGE



A NATIONAL COMPETITIVENESS ISSUE



THE DEFINING CHALLENGE OF THIS ERA MAY NOT BE WHETHER TECHNOLOGY ADVANCES.

IT MAY BE WHETHER HUMANITY, LEADERSHIP, AND CULTURE CAN EVOLVE FAST ENOUGH ALONGSIDE IT.



THE NEXT GLOBAL ADVANTAGE WILL BELONG TO THOSE WHO CAN ADAPT FASTEST AND BRING THEIR PEOPLE WITH THEM.



My Career Built on Purpose, Driven by Impact

-  **Transformation Leader**
20+ years leading culture, change, and organization-wide transformation across public and private sectors.
-  **People & Culture Advocate**
Passionate about building human-centered cultures where people feel valued, empowered, and inspired to grow.
-  **Global Perspective**
Worked across multiple countries and industries, bringing a global mindset with local relevance.
-  **Strategic Advisor**
Partner with executive leaders to align strategy, culture, and people for sustainable results.
-  **Change Enabler**
Skilled in turning vision into action helping organizations navigate complexity, uncertainty, and rapid change.
-  **Impact Focused**
My purpose is simple to help leaders unlock potential, strengthen culture, and create lasting impact.



Different places. Different challenges.
One purpose to create meaningful change.

The Future Of Work Is Reshaping People In Real Time

1 INSTABILITY



People are absorbing:

- Geopolitical tension, economic uncertainty, and AI disruption
- Workforce restructuring, leadership turnover, and public pressure
- Fear around job security

Organizations are asking employees to:

- Adapt faster and do more with less
- Learn continuously and stay optimistic in uncertainty

2 ADAPTABILITY



Employees are quietly asking:

- Will my role still exist?
- Am I being prepared or replaced?
- Does experience still matter in the age of AI?

People build confidence around:

- Expertise and skills
- Predictability and systems they can trust

3 DISCONNECT



In the rush toward:

- Efficiency, automation, modernization, and speed

People are left feeling:

- Disconnected from purpose and each other
- Uncertain about what's real
- Emotionally exhausted and unable to speak honestly

4 LEADERSHIP



Not leadership that:

- Hides behind hierarchy
- Communicates only when answers are perfect

But leadership that:

- Creates calm in uncertainty
- Communicates transparently
- Helps people navigate ambiguity, normalize learning, and rebuild trust as systems evolve

5 HUMANITY



They will be the organizations most capable of:

- Helping people adapt without losing themselves
- Balancing performance with humanity
- Helping employees feel valued while the future keeps shifting



IMPACT SHIFT 1

From uncertainty, disruption, and disconnection
→ to stability, adaptability, and belonging.



IMPACT SHIFT 2

From control and hierarchy
→ to trust, human connection, and meaningful progress.



DEFINING IMPACT TODAY ISN'T JUST ABOUT DELIVERING RESULTS.

IT'S ABOUT HELPING PEOPLE ADAPT, GROW, AND STILL FEEL VALUED WHILE THE WORLD CHANGES AROUND THEM.



The Culture Shifts That Will Define The Next Era

1 UNCERTAINTY → STABILITY



- Communicate early and consistently
- Clarify what's known vs. unknown
- Hold regular short check-ins

? QUESTION TO ASK YOUR TEAM

What are you most worried about right now?

2 FEAR → ADAPTABILITY



- Normalize learning and curiosity
- Reward experimentation and progress
- Create upskilling pathways early

? QUESTION TO ASK YOUR TEAM

Do you feel prepared or threatened by the changes ahead?

3 DISCONNECT → BELONGING



- Recognize contributions that matter
- Create space for human conversations
- Connect work to our shared purpose

? QUESTION TO ASK YOUR TEAM

Do you feel seen and valued beyond your productivity?

4 CONTROL → TRUST



- Increase transparency in decisions
- Invite your voice into discussions
- Communicate context, not just directives

? QUESTION TO ASK YOUR TEAM

Do you understand the "why" behind the decisions we make?

5 OPERATIONAL CHANGE → HUMAN-CENTERED TRANSFORMATION



- Normalize recovery and sustainable pacing
- Identify and address pressure points early
- Build resilience into our team culture

? QUESTION TO ASK YOUR TEAM

What pressure has become normalized that we should rethink?

6 SILOS → COLLECTIVE GROWTH



- Share learning across teams and departments
- Create cross-functional problem-solving
- Reward collaboration and knowledge sharing

? QUESTION TO ASK YOUR TEAM

Are we solving problems together or in silos?



CULTURE IS NOT TRANSFORMED THROUGH ANNOUNCEMENTS.

IT CHANGES THROUGH REPEATED LEADERSHIP BEHAVIORS THAT HELP PEOPLE ADAPT, CONTRIBUTE, AND GROW.



Your Challenge Over the Next 10 Days

You're In A Place To Really Shine



1. Get A Perspective In Place

- Step back and see the bigger picture.
- Introduce new ideas in a way that creates dialogue, not defensiveness.
- Pressure test your thinking with a trusted peer or manager.
- Bring one key insight into a team or staff conversation.



2. Get External Perspectives Around You

- Build a circle of colleagues, mentors, and people who challenge your thinking.
- Bring in outside perspectives that help your team think differently.
- Pressure test ideas in broader conversations and staff discussions.
- Encourage diverse perspectives.
- Listen deeply and learn from different experiences.



3. Own The Room And The Space

- Translate insight into action.
- Test, learn, adapt, and keep moving forward.
- Lead conversations with confidence and clarity.
- Create the kind of impact people remember after the meeting ends.



YOUR PERSPECTIVE. YOUR IMPACT. OUR FUTURE. LET'S MAKE IT COUNT.



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Let's Continue the Conversation.



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Explore the Vanbri Playbook or book a workshop session.





Connecting With Purpose



Lucy Ellis

Former Government Leader,
Principal & Founder, The Calyx

Connecting *with Purpose*

Lucy Ellis, Principal & Founder

The Calyx, thecalyx.org

*Strategy, Systems, and Soul™ for execs serving the common good who need to
get traction amidst volatility*



Networking ≠ Connecting



Connecting with purpose means...

Solving problems

Helping others

Learning something new



Three Stakes

Your Work

Big problems cross silos.
Relationships cross them too.

The Bigger Thing

We belong to one another. That *is* public service.

Your Career

Next move comes through
someone who *already knows you*.



Anchor down

where it matters:

What problems do you want to solve?

Who do you want to be and become?



Thermostat,
not thermometer.



They're still
just humans.

Psst...they can learn something from you too!



Find your version.



STYLE 1

The Deep One-on-One-r.

THE PRINCIPLE

Whole human, not transactional.

THE MOVE

Cancel the cocktail hour. Prioritize the quality time with people.



STYLE 2

The Superconnector.

THE PRINCIPLE

Generosity — be the connector, not the connected.

THE MOVE

"Who in my life should you know?" — and make the intro in 24 hours.



STYLE 3

The Curious Explorer

THE PRINCIPLE

Get outside the echo chamber.

THE MOVE

Every few weeks, real time with someone in an adjacent sector.



STYLE 4

The Consignment Shopper

THE PRINCIPLE

No strangers — only friends we haven't met.

THE MOVE

Come prepared for great connections where you'd least expect them.



Connecting is an inherent part of being human.

There's a version of it that's yours based on...

What do you care most about?

Who do you want to be?



Build a little system.



Examples from my systems



<https://me.sh/>



womendefiningai.org

...and some good ol' Claude skills!



Anchor down

where it matters:

What problems do you want to solve?

Who do you want to be and become?



*Strategy, Systems, and Soul™ for leaders serving the common good who
want to get traction amidst volatility.*

The Calyx

lucy@thecalyx.org



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Up Next

Breakout Session Round 1 From 11:15am – 12:15pm ET

Plan to attend one of the following sessions:

Resume Bootcamp

Change Management for Govies Workshop

AI Skills for Public Service

Building Strong Money Management Skills