



2021 ENTERPRISE MANAGEMENT DEVELOPMENT ACADEMY (EMDA) FREQUENTLY ASKED QUESTIONS (FAQs)

What is the Enterprise Management Development Academy (EMDA)?

The goal of EMDA is to provide aspiring and current managers or supervisors opportunities to learn the skills necessary for the challenges they face in State service. The program strives to have a diverse group in terms of geographic location and agency size and occupation. EMDA is committed to diversity and encourages applications by women, minorities, and persons with disabilities.

Why do we need this?

Ensuring our managers have the knowledge, skills and abilities to be successful and collaborative provides state citizens with high quality, cost-efficient services. EMDA provides opportunities for managers and supervisors from across all agencies to build networks and address common problems.

How much will it cost?

\$50 per participant

Who is eligible to participate in the EMDA?

An ideal candidate is any new manager or aspiring manager. A new manager is an individual **who has less than five years supervisory experience**, preferably in the public sector. An aspiring manager is an individual who has made a personal career commitment to become a supervisor or manager in Wisconsin State Government.

How do I get nominated?

You can self-nominate with a supervisor's approval (in your department) and a letter of recommendation, or you may be nominated by your manager/supervisor or another manager/supervisor in pay range 81-03 or higher and a letter of recommendation. Please note that both ways to nominate requires current manager/supervisor and agency head approval. The selection committee will consider both the recommendation letter and the personal essay to evaluate the candidate's potential for successful participation in the program.

What is the time commitment?

The 2021 EMDA will have two cohorts. The cohorts will run from Oct. 2021 - Sept. 2022. Sessions will be one day per month from 8:30 am-4:00 pm for in person sessions and 8:30 am-12:30 pm for virtual sessions. In Person sessions will be held at the Department of Administration, 101 E. Wilson Street. Participants are required to attend all classes and complete all coursework.

How do I ensure that I will be given the time needed to participate?

There is strong support at the highest levels for this program. Your agency leaders are aware of the time needed and are expected to support your participation by making time available to you for class attendance.

What will the curriculum include?

For an overview of the 2021-2022 EMDA curriculum please visit dpm.wi.gov > [Employees](#) > [Enterprise Leadership Academies](#) > [Enterprise Management Development Academy](#).

How do I apply?

Your agency has an internal selection process for the EMDA. Please consult with your management for specific instructions on submitting the application to your agency representative. Only applications with a complete application/nomination form, personal essay, and recommendation letter will be accepted.



What is considered a complete application?

Nominations by Manger/Supervisor:

- ✓ Completed Application Form (includes *both* current Manager/Supervisor and Agency Head Approval)
- ✓ Letter of recommendation from nominating manager/supervisor (one-page)
- ✓ Applicant essay (one-page)

Self-Nominations:

- ✓ Completed Application Form (includes *both* current Manager/Supervisor and Agency Head Approval)
- ✓ Letter of recommendation from any supervisor in your department (one-page)
- ✓ Applicant essay (one-page)

Are there other programs available like the EMDA program?

Some state agencies offer their own internal program. Contact your agency's HR director for more information. The Certified Public Manager (CPM) program through UW-Continuing Studies has a stand-alone program that provides similar courses (see next question). Historically, DPM has partnered with UW-Continuing Studies to provide the Enterprise Management Development Academy (EDMA). This program is similar, but it provides learning opportunities for individuals to participate with others across agencies. This program was established exclusively for state employees to build networks across the enterprise.

How does this program compare to the CPM program?

While some EMDA courses are like some CPM courses, all EMDA content is geared towards state government employees and the state government environment. As such, even if you have taken some CPM courses, you will likely get some new information in the EMDA, which will be relevant to your work.

Will I be able to use the hours earned in the EMDA towards my CPM certification?

No, EMDA hours will not count towards CPM certification.