



2021-2022 EMDA COHORT 5 CURRICULUM OVERVIEW

Quarter 1 **BEING A LEADER**

Oct. 5 th	Emotional Intelligence <ul style="list-style-type: none">- Understanding your own Emotional Intelligence- Leveraging Emotional Intelligence in your teams (Emotional Intelligence 2.0 assessment)
Nov. 9 th	Communication <ul style="list-style-type: none">- Team Communication- Meeting Management- Delegation
Dec. 7 th	Time and Stress Management <ul style="list-style-type: none">- Understanding stress in teams- 5 stages of burnout

Quarter 2 **BUILDING A TEAM**

Jan. 11 th	Team Development <ul style="list-style-type: none">- Multi-generational teams- Developing Trust within a team- Working with multiple types of people (MBTI Assessment)
Feb. 8 th	Accountability <ul style="list-style-type: none">- Developing an accountability framework- Goal setting
March 8 th	Managing Conflict <ul style="list-style-type: none">- Conversational Intelligence- Influence

Quarter 3 **BEING A MANAGER IN STATE SERVICE**

April 5 th	Understanding the budget process
May 10 th	Leveraging HR as a business partner
June 7 th	Employment Relations (Investigations, Discipline, Work Rules) Difficult Conversations

Quarter 4 **SUSTAINING YOUR TEAM**

July 12 th	Coaching Your Team <ul style="list-style-type: none">- Coaching questions- Developing a coaching mindset- Co-active coaching- 10 habits of coaching
Aug. 9 th	Managing Change <ul style="list-style-type: none">- Time management tips and tricks- Strategies for implementation- Change and influence
Sept. 13 th	Process Improvement <ul style="list-style-type: none">- LEAN Methodologies- Continuous Improvement