



ENTERPRISE MANAGEMENT DEVELOPMENT ACADEMY FREQUENTLY ASKED QUESTIONS (FAQs)

What is the Enterprise Management Development Academy (EMDA)?

The Enterprise Management Development Academy (EMDA), coordinated by the DOA Bureau of Training and Development, is a year-long program to prepare new and aspiring managers to successfully assume leadership roles in state service. Candidates participate in a series of instructor-led in-person and virtual courses to acquire and apply managerial and leadership knowledge and skills, culminating with a collaborative project. The cohort approach provides opportunities for cross-agency networking.

Who is eligible to participate in the EMDA?

New and aspiring managers from all state agencies and any job classification are eligible to apply. A new manager has less than two years of any supervisory experience (within or outside of state service). An aspiring manager has no supervisory experience and has made a personal commitment to become a manager in Wisconsin state government.

What does the curriculum include?

The EMDA curriculum is divided into 4 themes: Being a Leader, Building a Team, Being a Manager in State Service, and Sustaining a Team. The [EMDA Class Schedule](#) provides a summary of the program topics. All classes are led by facilitators with expertise in the topic. The program culminates with group project presentations and a graduation celebration.

What is the time commitment?

Selected candidates are assigned to one of two cohorts. Each cohort will meet monthly on Tuesdays from October 2025-August 2026, with project presentations and graduation in September 2026 (specific dates are listed in the [EMDA Class Schedule](#)). One session a quarter will be held in-person from 8:30am-4:00pm. All other trainings will be virtual in the morning from 8:30am-12:00pm except for one virtual session that is full-day from 8:30am-4:00pm. Participants are required to attend all sessions and complete all coursework. Participants will also need to commit extra time outside scheduled sessions to complete the final group project due at the end of the program. Please see the [EMDA Policies and Guidelines](#) for additional details on attendance.

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

There is strong support at the highest levels for the Enterprise Management Development Academy. Your agency leaders value the program and recognize the commitment involved. They agree to support your participation when they sign the nomination form.

What is the cost?

\$75 per participant. Agencies will be billed back.

How do I get nominated?

There are 2 ways to be nominated for the EMDA program:

1. Your manager/supervisor or another manager/supervisor in your agency may initiate the nomination. Supervisors must be 81-03 (or equivalent) pay range or higher.
2. You may nominate yourself with your current supervisor's approval. Supervisors must be 81-03 (or equivalent) pay range or higher.

Each agency has an internal process for submitting and reviewing applications and selecting candidates. Check with your agency Human Resources department for more details, including if you should complete a nomination form found on the [EMDA website](#) or follow a different process.