

2025-2026

Enterprise Management Development Academy



Bureau of Training and Development

What is the Enterprise Management Development Academy?

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 for 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.



How do I apply?

Participants are selected through a nomination process. *Each agency has an internal process for submitting and reviewing applications and selecting candidates. Check with your agency Human Resources department for more details.*



Visit the [EMDA website](#) for more information.

Program Overview

2025-2026 EMDA SESSIONS

SUSTAINING A TEAM

COHORT 13	COHORT 14	TOPIC	FORMAT/LENGTH
October 7, 2025	October 14, 2025	DISC Introduction – AM DISC 2: Using DISC to Improve Communication - PM	<i>Full day in-person 8:30am-4:00pm</i>
November 4, 2025	November 11, 2025	Managing Meetings & Delegation	<i>½ day virtual AM 8:30am-12:00pm</i>
December 2, 2025	December 9, 2025	Accountability & Goal Setting	<i>½ day virtual AM 8:30am-12:00pm</i>

BEING A LEADER

COHORT 13	COHORT 14	TOPIC	FORMAT/LENGTH
January 6, 2026	January 13, 2026	Team Development	<i>½ day virtual AM 8:30am-12:00pm</i>
February 3, 2026	February 10, 2026	Coaching	<i>½ day virtual AM 8:30am-12:00pm</i>
March 3, 2026	March 10, 2026	Managing Conflict	<i>Full day in-person 8:30am-4:00pm</i>

BUILDING A TEAM

COHORT 13	COHORT 14	TOPIC	FORMAT/LENGTH
April 7, 2026	April 14, 2026	Procurement - AM The State Budget Process - PM	<i>Full day in-person 8:30am-4:00pm</i>
May 12, 2026	May 19, 2026	Leveraging HR as a Business Partner	<i>½ day virtual AM 8:30am-12:00pm</i>
June 2, 2026	June 9, 2026	Difficult Conversations – AM Wellness - PM	<i>Full day virtual 8:30am-4:00pm</i>

BEING A MANAGER IN STATE SERVICE

COHORT 13	COHORT 14	TOPIC	FORMAT/LENGTH
July 7, 2026	July 14, 2026	Managing Change	<i>Full day in-person 8:30am-4:00pm</i>
August 4, 2026	August 11, 2026	Process Improvement	<i>½ day virtual AM 8:30am-12:00pm</i>

CELEBRATING

ALL COHORTS	TOPIC	FORMAT/LENGTH
September 2026 Date and time to be announced	Graduation	<i>In Person Location to be announced</i>