

Enterprise Management Development Academy



COHORT 7 & 8

2022-2023 EMDA CURRICULUM OVERVIEW

| Quarter 1 | BEING A LEADER |
|--------------------------------|--|
| C.7. Sept. 6* C.8. Sept 27* | Emotional Intelligence <ul style="list-style-type: none"> - Understanding your own Emotional Intelligence - Leveraging Emotional Intelligence in your teams (Emotional Intelligence 2.0 assessment) |
| C.7. Oct. 11* C.8. Oct 18* | Communication <ul style="list-style-type: none"> - Team communication - Meeting management - Delegation |
| C.7. Nov. 8* C.8. Nov.15* | Wellness <ul style="list-style-type: none"> - Understanding stress in teams - 5 stages of burnout - Effective time management |

| Quarter 2 | BUILDING A TEAM |
|-------------------------------|---|
| C.7. Dec. 6* C.8. Dec. 13* | Team Development <ul style="list-style-type: none"> - Multi-generational teams - Developing trust within a team - Working with multiple types of people (MBTI assessment) |
| C.7. Jan.3* C.8. Jan.10* | Accountability <ul style="list-style-type: none"> - Developing an accountability framework - Goal setting |
| C.7. Feb. 7* C.8. Feb.14* | Managing Conflict <ul style="list-style-type: none"> - Conversational Intelligence - Influence |

| Quarter 3 | BEING A MANAGER IN STATE SERVICE |
|---------------------------------|--|
| C.7. March 7* C.8. March 14* | Understanding the Budget Process |
| C.7. April 4* C.8. April 11* | Leveraging HR as a Business Partner |
| C.7. May 9* C.8. May 16* | Employment Relations <ul style="list-style-type: none"> - Investigations, discipline, workrules - Difficult conversations |

| Quarter 4 | SUSTAINING YOUR TEAM |
|--------------------------------|---|
| C.7. June 6* C.8. June 13* | Coaching Your Team <ul style="list-style-type: none"> - Coaching questions - Developing a coaching mindset - Co-active coaching |
| C.7. July 11* C.8. July 18* | Managing Change <ul style="list-style-type: none"> - Time management tips and tricks - Strategies for implementation - Change and influence |
| C.7. Aug. 8* C.8. Aug.15* | Process Improvement <ul style="list-style-type: none"> - LEAN methodologies - Continuous Improvement |

WHAT IS EMDA?

EMDA is a year-long academy-style management development program for aspiring and new managers. The goal of this program is to provide a foundation for success as you continue to grow as a leader within the State of Wisconsin. Curriculum delivered during this program will be aimed at providing knowledge that will be useful to day-to-day activities as a leader.

WHO IS ELIGIBLE TO APPLY?

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

Cost \$75 per participant-Agencies will be charged back for this program.

Sessions may be held at the:
Wisconsin Department of Administration or virtually on TEAMS

Applications can be found on the DPM Internet: dpm.wi.gov
Employees>Training and Education>Enterprise Leadership Academies .

Submit Approved applications to: Please consult with your management for specific instructions on submitting the application to your agency representative.

Deadline for all submissions: July 22, 2022