

2024-2025

# 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

### 2024-2025 EMDA SESSIONS

#### BEING A LEADER

COHORT 11	COHORT 12	TOPIC	FORMAT/LENGTH
October 8, 2024	October 15, 2024	Conversational Intelligence – AM DISC Introduction - PM	Full day in-person 8:30am-4:00pm
November 5, 2024	November 12, 2024	Managing Meetings & Delegation	½ day virtual AM 8:30am-12:00pm
December 3, 2024	December 10, 2024	Accountability & Goal Setting	½ day virtual AM 8:30am-12:00pm

#### BUILDING A TEAM

COHORT 11	COHORT 12	TOPIC	FORMAT/LENGTH
January 7, 2025	January 14, 2025	Team Development	½ day virtual AM 8:30am-12:00pm
February 4, 2025	February 11, 2025	Coaching	½ day virtual AM 8:30am-12:00pm
March 4, 2025	March 11, 2025	Managing Conflict	Full day in-person 8:30am-4:00pm

#### BEING A MANAGER IN STATE SERVICE

COHORT 11	COHORT 12	TOPIC	FORMAT/LENGTH
April 1, 2025	April 8, 2025	Procurement - AM The State Budget Process - PM	Full day in-person 8:30am-4:00pm
May 13, 2025	May 20, 2025	Leveraging HR as a Business Partner	½ day virtual AM 8:30am-12:00pm
June 3, 2025	June 10, 2025	Difficult Conversations – AM Wellness - PM	Full day virtual 8:30am-4:00pm

#### SUSTAINING A TEAM

COHORT 11	COHORT 12	TOPIC	FORMAT/LENGTH
July 8, 2025	July 15, 2025	Managing Change	Full day in-person 8:30am-4:00pm
August 5, 2025	August 12, 2025	Process Improvement	½ day virtual AM 8:30am-12:00pm

#### CELEBRATING

September 9, 2025 Time to be announced		Graduation	In Person UW Memorial Union Great Hall
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