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|  | **Leadership Competency/Topic** | **Courses** | **Month:** |
|  |  | To be discussed next month:  Classes:   * Communicating in the 21st Century * Listening Skills | July |
|  | **Communication Skills** - Listen effectively to others and convey thoughts or ideas through various forms of communication including written, spoken, and nonverbal. | To be discussed next month:  Class:   * Teaming to Achieve   Additional Resources:   * Facilitation Skills * Diversity & Inclusion | August |
|  | **Collaboration, Teamwork, and Relationship Management** - Work effectively with others to achieve a trusting relationship that yields positive results. | To be discussed next month:  Class:   * Enhancing the Employee Experience   Additional Resources:   * Talent Management | Sept |
|  | **Talent Management** - Select, develop, retain, and reward people to ensure a strong workforce and successful business performance. | To be discussed next month:   * Diversity, Equity, & Inclusion   + Review [IMA Diversity and Inclusion Toolkit](https://www.imanet.org/research-publications/ima-toolkits/diversity-and-inclusion-toolkit)   + IMA *Count Me in Podcast* – Karmin Biley – IMA’s D&I Toolkit, <https://www.imanet.org/podcast/426475>   Additional Resources:   * [IMA’s DE&I webpage](https://www.imanet.org/en/About-IMA/Diversity-and-Inclusion) * [IMA DE&I Practices Certificate](https://www.imaonlinestore.com/personifyebusiness/Product-Details/productId/92448679/_ima_css/00bfe548f3f14bdc96d7702d76c5ad18?_ga=2.124406026.1009878809.1690749926-880500223.1688597376&_gl=1*1wdnrf5*_ga*ODgwNTAwMjIzLjE2ODg1OTczNzY.*_ga_BFP14JSJ0G*MTY5MDk5NzgwOC40Mi4xLjE2OTEwMDA3OTcuMzYuMC4w) | October |
|  | **Talent Management** - Select, develop, retain, and reward people to ensure a strong workforce and successful business performance. | To be discussed next month:  Classes:   * Workplace Motivation * Emotional Intelligence   Additional Resources:   * Coaching | November |
|  | **Motivating and Inspiring Others** - Influence, motivate, and gain support of others to achieve organizational goals using emotional intelligence, accountability, and setting the “tone at the top.” | To be discussed next month:   * Mentoring   + No class is necessary, although it is recommended to attend the global webinar on mentoring offered on 1/9/2024. If you are unable to attend the webinar, signing up will give you access to the recorded webinar after the event. | December |
|  | **Motivating and Inspiring Others** - Influence, motivate, and gain support of others to achieve organizational goals using emotional intelligence, accountability, and setting the “tone at the top.” | To be discussed next month:  Classes:   * Embracing Change * Leading Change | January |
|  | **Change Management** - Lead an organization, team, or individuals through transition toward a desired vision or goal. | To be discussed next month:   * Change Management | February |
|  | **Change Management** - Lead an organization, team, or individuals through transition toward a desired vision or goal. | To be discussed next month:  Class:   * Successfully Managing Workplace Conflict | March |
|  | **Conflict Management -** Resolve issues using appropriate influencing skills and tools to achieve successful business goals and arrive at the best organizational outcomes. | To be discussed next month:  Class:   * Negotiation | April |
|  | **Negotiation** - Reach agreement between two or more parties to achieve the best outcome for the organization and an acceptable solution to negotiating parties. | To be discussed next month: | May |
|  | **Celebration!** - |  | June |