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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 |