

OVERVIEW: The purpose of the program is to identify knowledge and skills you currently have and strengthen those you want to develop relating to the [enterprise manager competencies](#) which are needed to become an effective manager. You will walk away with a plan for developing yourself to become ready for a management role.

This is an instructor-led training program and some of the cohorts are offered virtually, and others are in-person in Salem.

As part of the program, participants will conduct an informational interview with experienced managers to help them develop their management roadmap and need to complete an online course covering Oregon Government Ethics law.

AUDIENCE: Team leads or employees interested in exploring management as a next career step.

LENGTH: The in-person cohorts are a total of 2-days of in-class time. The virtual cohorts consist of six sessions that are two hours long each session.

COST: \$225

TOPICS:

- Introduction to Management
- Learning Agility
- Team Building and Motivation
- Self-Awareness
- Productivity Skills
- Facilitation Fundamentals
- Feedback that Works
- Interpersonal Savvy
- Innovative Problem Solving

REGISTRATION: To register go to <https://tinyurl.com/EMERGINGregistration> (you will be prompted to log into Workday first). Once you are logged in, you'll go directly to the course overview page.

Waitlist: If you enroll into a full cohort, you will be added to the waitlist and will not be able to register into another cohort that has openings.

****IMPORTANT**** Use this schedule to verify the delivery mode (in-person or virtual via Zoom) and the cohort dates before enrolling into the offering in Workday.

ATTENDANCE POLICY: Participant must attend Session 1 as scheduled or enrollment will be cancelled and payment forfeited. Absences of 30 or more minutes will require a make-up session to complete the program. Absences of two days or more will result in enrollment cancellation and payment forfeiture.

CANCELLATION POLICY: A learner may cancel a registration with no penalty 15 days before the start of the first class. The learner is expected to pay the registration fee if they cancel less than 15 calendar days prior to the first class or if they do not meet attendance requirements. Payment cannot be transferred to a future enrollment if enrollment is cancelled less than 15 days prior to Session 1 or if learner's enrollment is cancelled because they did not meet the attendance requirements.

QUESTIONS: If you have any questions about the program, please contact the CHRO training team at chro.training@das.oregon.gov.

2026 COHORT SCHEDULE

ENROLLMENT WILL OPEN 2 MONTHS PRIOR TO TRAINING START DATE.

COHORT 1 – CLASSROOM COURSE

LOCATION: Chemeketa Center for Business & Industry
626 High Street NE Salem | Room 203

SESSION DATES: 1. January 8, 2026 8:30 a.m. to 4:30 p.m.
2. February 4, 2026 8:30 a.m. to 4:30 p.m.

COHORT 2 – VIRTUAL INSTRUCTOR-LED COURSE

Part 1	Date	Time
Virtual Session 1	February 24, 2026	9 to 11 a.m.
Virtual Session 2	February 25, 2026	9 to 11 a.m.
Virtual Session 3	February 26, 2026	9 to 11 a.m.
Part 2	Date	Time
Virtual Session 4	March 17, 2026	9 to 11 a.m.
Virtual Session 5	March 18, 2026	9 to 11 a.m.
Virtual Session 6	March 19, 2026	9 to 11 a.m.

COHORT 3 – CLASSROOM COURSE

LOCATION: Chemeketa Center for Business & Industry
626 High Street NE Salem | Room 203

SESSION DATES: 1. March 4, 2026 8:30 a.m. to 4:30 p.m.
2. April 8, 2026 8:30 a.m. to 4:30 p.m.

COHORT 4 – VIRTUAL INSTRUCTOR-LED COURSE

Part 1	Date	Time
Virtual Session 1	April 14, 2026	9 to 11 a.m.
Virtual Session 2	April 15, 2026	9 to 11 a.m.
Virtual Session 3	April 16, 2026	9 to 11 a.m.
Part 2	Date	Time
Virtual Session 4	May 19, 2026	9 to 11 a.m.
Virtual Session 5	May 20, 2026	9 to 11 a.m.
Virtual Session 6	May 21, 2026	9 to 11 a.m.

COHORT 5 – CLASSROOM COURSE

LOCATION: Chemeketa Center for Business & Industry
626 High Street NE Salem | Room 103 & 203

SESSION DATES: 1. May 14, 2026 8:30 a.m. to 4:30 p.m.
2. June 11, 2026 8:30 a.m. to 4:30 p.m.

COHORT 6 – VIRTUAL INSTRUCTOR-LED COURSE

Part 1	Date	Time
Virtual Session 1	June 2, 2026	9 to 11 a.m.
Virtual Session 2	June 3, 2026	9 to 11 a.m.
Virtual Session 3	June 4, 2026	9 to 11 a.m.
Part 2	Date	Time
Virtual Session 4	June 23, 2026	9 to 11 a.m.
Virtual Session 5	June 24, 2026	9 to 11 a.m.
Virtual Session 6	June 25, 2026	9 to 11 a.m.

COHORT 7 – VIRTUAL INSTRUCTOR-LED COURSE

Part 1	Date	Time
Virtual Session 1	July 21,2026	9 to 11 a.m.
Virtual Session 2	July 22, 2026	9 to 11 a.m.
Virtual Session 3	July 23, 2026	9 to 11 a.m.
Part 2	Date	Time
Virtual Session 4	August 11, 2026	9 to 11 a.m.
Virtual Session 5	August 12, 2026	9 to 11 a.m.
Virtual Session 6	August 13, 2026	9 to 11 a.m.

COHORT 8 – CLASSROOM COURSE

LOCATION: Chemeketa Center for Business & Industry
626 High Street NE Salem | Room 103 & 203

SESSION DATES: 1. August 26, 2026 8:30 a.m. to 4:30 p.m.
2. October 7, 2026 8:30 a.m. to 4:30 p.m.