



CPM Timeline of Courses

Class Name	Month of Class	Month in Program
Supervisory Practices	August	
CPM Orientation	September	1
MBTI	October	2
*Developmental Retreat	November	3
Emotional Intelligence	December	4
Diversity (Day 1) Conflict Resolution (Day 2)	January	5
Team Leadership	February	6
Agency Accountability and Strategic Planning (Day 1) Workforce Planning (Day 2 – ½ day)	March	7
Performance Metrics (Day 1) Performance Management (Day 2)	April	8
Systems and Processes	May	9
Developmental Plan Presentations	June	10
Presentation Skills	September	11
Managing Through Change	October	12
Ethical Leadership	November	13
Organizational Culture	December	14
State Government Processes	January	15
Capstone Prep	February	16
*Capstone Retreat	March	17
Leadership Seminar	April	18
Graduation	May	

**The Developmental Retreat and Capstone Retreat require an overnight stay at Hickory Knob State Park.*