HAWAII EMPLOYERS COUNCIL

MANAGEMENT DEVELOPMENT PROGRAM

CERTIFICATE SERIES

To effectively lead within an organization, one must possess a diverse set of knowledge and skills.

The Management Development Program is for those who seek to strengthen their leadership core competencies and enhance their effectiveness in a range of areas. While this series is particularly suited for those who have taken HEC's Fundamentals of Supervision Certificate series, anyone can benefit from enhancing these key skills for people managers.

SIX LIVE VIRTUAL COURSES, TWO HOURS PER COURSE

- **Enhancing Leadership through Emotional Intelligence:** This course delves into understanding your personal tendencies and how to effectively manage them. Participants learn to leverage their emotional intelligence to enhance social awareness, establish trusting relationships, and build cohesive teams. Additionally, strategies for cultivating, maintaining, and rebuilding trust are explored.

- **The Human-Centered Approach to Change:** Explore change from the perspective of the people it affects most. Participants gain insights into the significance of change adoption, change management principles, and the various roles involved in achieving transformational change to achieve business objectives.

- **Strategic Alignment of Goals:** In this course, participants learn how to effectively cascade goals to their team members. Participants also explore the importance of setting SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound) and how purpose-driven goals can drive personal decision-making and prioritization. Additionally, participants discover the distinctions between individual development plans and performance improvement plans.

- **Coaching with a Growth Mindset:** In this course, participants will learn the role a growth mindset plays in being able to effectively coach. Participants will explore the art of coaching through the examination of coaching techniques and practical application to empower others to think critically through solutions and resolutions. Understanding how to coach will enable you to help your employees achieve personal growth and development.

- **Empowering Teams Through Effective Delegation:** Effective leadership isn't about doing more, it's about focusing on what matters most and enabling others to succeed. In this session, managers will learn how to prioritize strategically, delegate confidently, and empower their teams to take ownership. Through practical frameworks and real-world applications, participants will explore how to balance workload, clarify responsibilities, and create an environment of trust, accountability, and growth.

- **Managing Difficult Conversations with Empathy and Clarity:** In this course, you will learn how to prepare for and navigate challenging conversations while staying calm and composed. You'll learn strategies to communicate clearly and assertively while balancing your message with care and empathy, to turn potential conflicts into opportunities for collaboration and growth.

LIVE VIRTUAL WEBINARS

Join us in these months: February, April, June, August, and October 2026

Week 1

- Emotional Intelligence
- Human-Centered Approach to Change

Week 2

- Strategic Alignment of Goals
- Coaching with a Growth Mindset

Week 3

- Empowering through Effective Delegation
- Managing Difficult Conversations

What attendees have said:

"Courses that every manager should take."

"Great topics for the ever-changing world we live in."

"This was fantastic - able to apply to real work experiences."

"Fantastic seminar. Really beneficial and so professionally delivered. The format is great and easy to follow."

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Management Development Program FAQ

Q: Is completing the Fundamentals of Supervision (FOS) series required before taking this series?
A: While having the foundational knowledge provided by the FOS series is helpful, completion of the FOS series is not required before taking the courses in the Management Development Program (MDP).

Q: Do I have to take all six courses in the Management Development Program, or can I take just the courses I need?
A: All the courses can be taken individually in any order if you wish.

Q: How much does each course cost?
A: Each course costs $65 per person for HEC members and $135 per person for non-members.

Q: How can I enroll in this series?
A: Please visit HEC's website, www.hecouncil.org, and enter "MDP" in the site search box.

Q: When are the MDP public sessions scheduled in 2026?
A: There are five series scheduled for 2026: February, April, June, August, and October.

Q: Is there a certificate of completion available?
A: Yes, if you complete all 6 courses in the series within 1 year of completing the first course from the series, you will be emailed a digital badge and digital certificate through Certifier that can be used as you wish.

Q: Are private sessions available?
A: Yes, private sessions are available to HEC members only. The courses can be tailored to support your company's unique culture, environment, and values and reflect situations that are relevant to your employees.

Contact the HEC Talent & Organizational Development Department for the pricing of privately facilitated virtual sessions or in-person sessions, either at your location or at HEC's training facilities. Schedule the entire series or select the individual courses that fit your needs.

For more information about the Management Development Program, please contact:

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