



The N.C. Office of State Human Resources (OSHR) Learning and Development Division is pleased to announce the new *Advanced Skills for Managers (ASM) East 2026 Cohort* offered in New Bern, North Carolina in Spring 2026.

The [ASM Program](#) is a leadership development program open to mid-level public managers in N.C. state agencies, local governments, community colleges, and universities who meet one of the following criteria:

1. an indirect manager (supervise supervisors)
2. a manager of professionals (accountants, engineers, scientists, counselors, attorneys, etc.) or
3. a program manager of one or more state-wide programs

ASM is an 8-week immersive program that blends proven leadership models with practical tools to help managers lead with confidence, clarity, and purpose. Through a dynamic mix of interactive workshops, self-assessments, and real-world application, participants will develop the essential skills to navigate today's complex workplace challenges.

Key Focus Areas:

- **Self-Awareness & Emotional Intelligence:** Discover your leadership style, strengths, and areas for growth to lead with greater authenticity and impact.
- **Myers-Briggs Type Indicator (MBTI):** Gain deeper insights into personality types—your own and others'—to enhance collaboration and communication.
- **Situational Leadership:** Learn to flex your leadership approach based on the needs of your team and the situation.
- **Motivation & Engagement:** Understand what drives performance and how to create a motivating environment for diverse team members.
- **Coaching Skills for Leaders:** Develop the ability to coach team members for growth, accountability, and improved performance.
- **Conflict Management:** Equip yourself with tools to navigate and resolve workplace conflicts constructively.
- **Effective Meeting Practices:** Learn how to lead meetings that are focused and results driven.

- **Ethical Leadership:** Explore ethical decision-making frameworks and how to lead with integrity and transparency.
- **Managing High-Performing Teams:** Build cohesive, resilient, and empowered teams that thrive under your leadership.

Participation:

The ASM Program requires three (3) two-day in-person workshops. The Session dates for all three sessions for the ASM East 2026 Cohort are below:

Session	Dates
Session 1 – <i>Understanding Employee Behavior</i>	May 6-7, 2026
Session 2 – <i>Coaching for Effective Performance</i>	May 20-21, 2026
Session 3 – <i>High Performing Teams</i>	June 3-4, 2026
Final Assignments Due (No class)	June 19, 2026

Participants complete pre-work, homework and knowledge checks throughout the program as well as developing a Growth & Learning Plan. Successful completion includes attendance at all three sessions, a final exam and final assignment.

The participant fee for 2026 is \$450 per manager and includes two assessments, 2 profile reports, and three resource books with MBTI® and Situational Leadership.

How to Apply

To apply, access the NC Learning Center and the ASM Program Page in the Leadership Training menu. Scroll toward the bottom of the page to locate the “ASM Application” link.



*If you **do not have access** to the NC Learning Center, use this link to create an account:

<https://ncgov.csod.com/selfreg/register.aspx?c=eeselfreg>

Use the following in the “category” and “association” fields of the form:

* Category: ▼

* Association: ▼

You will receive an email with account creation notification.

Please contact the ASM Program Manager, Tammy Ball at (tammy.ball@nc.gov) with questions or any assistance with the application process.