



FY 20 Course Name	FY 20 Course Fees Participating State Entities	FY 20 Course Fees Non-Participating State Entities
Two –Day Courses		
Crucial Conversations	\$300	\$600
Project Management	\$258	\$516
Strategies for Work Life Balance	\$385	\$770
One Day Courses		
Advanced Principles of Communication – Part 1	\$40	\$188
Advanced Principles of Communication – Part 2	\$40	\$188
Advanced Procurement Certification	No Charge	\$188
Contract Administration	No Charge	\$15
Creative Thinking	\$80	\$160
Crucial Accountability	\$200	\$400
Cultural Competency	\$40	\$188
Customer Experience	\$100	\$200
Developing Employees	No Charge	\$188
Dimensions of Leadership	\$135	\$270
Discipline, Grievances and the Merit System	No Charge	\$188
Diversity Training for Managers & Supervisors	No Charge	\$188
Emotional Intelligence	\$235	\$506
Enhancing Team Membership	\$40	\$188
Ethics of Leadership and Influence	\$40	\$188
Financials/Budgeting	\$100	\$200
From Interview to Hire	No Charge	\$188
Fundamentals of Supervision	\$40	\$188
Generational Diversity	\$40	\$188
Getting Things Done	\$200	\$400
Investigating Employee Misconduct	No Charge	\$188
Leading Through Change	\$40	\$188
Listening Skills	\$100	\$200
Managing Conflict and Resistance in the Workplace	\$155	\$310
Managing Effective Meetings	\$100	\$200
Managing Stress and Workplace Accountability	\$40	\$188
Performance Evaluation	No Charge	\$188
Professional Impact	\$40	\$188
Project Management Fundamentals	\$129	\$258
Shaping Effective and Engaged Teams	\$40	\$188
Strategic Planning and Systems Thinking	\$40	\$188
The Servant Leader	\$40	\$188
Thriving on Change	\$235	\$470
1/2 Day Courses		
Dimensions of Behavior	\$105	\$210
Diversity Training for Employees	No Charge	\$96
Ethical Issues in Today's Workplace	No Charge	\$96
Introduction to State Procurement	No Charge	\$96
Workplace Harassment	\$60	\$120



E-Learning for State of Iowa Employees		
Americans with Disabilities Act	No Charge	\$42
Equal Employment Opportunity/Affirmative Action/ Anti-Discrimination	No Charge	\$42
Creating A Violence-Free Workplace	No Charge	\$42
Preventing Sexual Harassment for Employees	No Charge	\$42
Preventing Sexual Harassment for Managers and Supervisors	No Charge	\$42
The Role of the Lead Worker	No Charge	\$42
State Government Foundations	No Charge	\$42
Substance Abuse Policy	No Charge	\$42