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HOUSE BILL 300

55TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2021

INTRODUCED BY

Melanie Ann Stansbury

AN ACT

RELATING TO STATE EMPLOYEES; ESTABLISHING A PILOT LEADERSHIP,
MANAGEMENT AND PIPELINE DEVELOPMENT PROGRAM IN THE GENERAL
SERVICES DEPARTMENT; REQUIRING EVALUATION AND DEVELOPMENT OF
TRAINING FOR CERTAIN ABILITIES; REQUIRING A REPORT; MAKING AN
APPROPRIATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. A new section of the General Services
Department Act is enacted to read:

"[NEW MATERIAL] PILOT LEADERSHIP, MANAGEMENT AND PIPELINE
DEVELOPMENT PROGRAM.--

A. For the purposes of this section, "department"
means the general services department.

B. There is created a "pilot leadership, management
and pipeline development program" in the department. The

underscoring material = new
[bracketed material] = delete

1 purpose of the program is to work with the state personnel
2 office and state agencies to design and implement a
3 comprehensive leadership development and training program to
4 foster innovation, streamline and improve services and advance
5 leadership across state agencies and entities. The department,
6 in consultation with the state personnel office, shall develop
7 the policies and procedures for administration of the program.

8 C. The department shall develop the program to
9 advance training, recruitment, retention, evaluation and
10 leadership opportunities that advance the goals of this
11 section.

12 D. The program established in this section shall
13 focus on the following state leadership needs and abilities:

14 (1) the need to bring about innovation and
15 strategic change, both within and outside of the organization,
16 to meet organizational goals, including the ability to
17 establish an organizational vision and to implement that vision
18 in a continuously changing environment;

19 (2) the ability to lead people toward meeting
20 the organization's vision, mission and goals, including the
21 ability to provide an inclusive workplace that fosters the
22 development of others, facilitates cooperation and teamwork and
23 supports constructive resolution of conflicts;

24 (3) the ability to meet organizational goals
25 and customer expectations, including the ability to make

1 decisions that produce high-quality results by applying
2 technical knowledge, analyzing problems and calculating risks;

3 (4) the ability to manage human, financial and
4 information resources efficiently, effectively and
5 strategically;

6 (5) the ability to build partnerships
7 internally and with other federal agencies, state and local
8 governments, nonprofit and private sector organizations,
9 foreign governments and international organizations to achieve
10 common goals;

11 (6) the need to advance equity, inclusion and
12 justice throughout the organization and in the implementation
13 of its mission; and

14 (7) the need to recruit, retain and advance
15 leadership and talent within agencies, including through
16 internships, fellowships, leadership programs and other
17 opportunities.

18 E. By October 30, 2022, the secretary of general
19 services and the director of the state personnel office shall
20 provide a report to the legislative finance committee
21 summarizing the results of the program and providing
22 recommendations for implementation of the program in all
23 agencies and any statutory changes that would be required."

24 **SECTION 2. APPROPRIATION.**--Seventy-five thousand dollars
25 (\$75,000) is appropriated from the general fund to the general

underscoring material = new
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1 services department for expenditure in fiscal years 2022 and
2 2023 to develop and implement a pilot leadership, management
3 and pipeline development program. Any unexpended or
4 unencumbered balance remaining at the end of fiscal year 2023
5 shall revert to the general fund.

6 SECTION 3. EFFECTIVE DATE.--The effective date of the
7 provisions of this act is July 1, 2021.

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