AN ACT

RELATING TO STATE EMPLOYEES; ESTABLISHING A PILOT STATE LEADERSHIP, MANAGEMENT AND PIPELINE PROGRAM IN THE STATE PERSONNEL OFFICE; REQUIRING EVALUATION AND DEVELOPMENT OF TRAINING FOR CERTAIN ABILITIES; REQUIRING A REPORT.

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

SECTION 1. A new section of the Personnel Act is enacted to read:

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

A. For the purposes of this section, "office" means the state personnel office.

B. There is created a "pilot state leadership, management and pipeline program" in the office. The purpose of the program is to work with state agencies to design and
implement a comprehensive leadership development and training program to foster innovation, streamline and improve services and advance leadership across state agencies and entities. The office shall develop the policies and procedures for administration of the program.

C. The office shall develop the program to advance training, recruitment, retention, evaluation and leadership opportunities that advance the goals of this section.

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

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

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

   (3) the ability to meet organizational goals and customer expectations, including the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems and calculating risks;

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

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

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

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

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

SECTION 2. EFFECTIVE DATE.--The effective date of the provisions of this act is July 1, 2021.