

HOUSE STATE GOVERNMENT, ELECTIONS AND INDIAN AFFAIRS
COMMITTEE SUBSTITUTE FOR
HOUSE BILL 300

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

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

1 implement a comprehensive leadership development and training
2 program to foster innovation, streamline and improve services
3 and advance leadership across state agencies and entities. The
4 office shall develop the policies and procedures for
5 administration of the program.

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

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

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

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

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

25 (4) the ability to manage human, financial and

1 information resources efficiently, effectively and
2 strategically;

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

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

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

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

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