



FY24 Q1: July 2023



LGBTQ+ Pride Month eLearning Course Launched

In honor of LGBTQIA+ Pride Month, the State Personnel Office Training and Development Bureau has released a new educational opportunity available on the SHARE Enterprise Learning Management (ELM) system: an eLearning course called “LGBTQ+ Pride Month” (course code SoNM-1841).

This course, available for completion on a voluntary basis, provides an opportunity to explore the history of LGBTQIA+ activism that evolved into the Pride festivals and marches that we celebrate each June as LGBTQIA+ Pride Month. Learn more about the key events in the United States that ultimately shaped a global movement.

SPO Training Spotlight: FY24 Civil Rights Awareness Course Has Launched

On July 1, 2023, the State Personnel Office Training and Development Bureau launched the newest version of the “Civil Rights Awareness for State of New Mexico Employees” course. This course is required for all State of New Mexico employees on an annual basis, running by fiscal year. The course covers important employment-related civil rights topics, including equal employment opportunity laws; employee rights and responsibilities regarding discrimination, harassment, and retaliation; steps to take to address such issues if they do occur; and our shared responsibility as State of New Mexico employees to uphold a fair and respectful workplace.

The training is presented as an eLearning course available on-demand on the SHARE Enterprise Learning Management (ELM) system. If you have taken the course in previous years, you will find some changes to the course this year in how it looks and functions. The eLearning course has been redesigned to be more user-friendly and more accessible for all employees, including employees with disabilities. For example, you will notice that the course has instructions prior to the interactive elements to help the user be aware of what must be completed before proceeding. Instructions for screen reader users are also provided in the Course Navigation section, courtesy of a partnership with the New Mexico Commission for the Blind. The State Personnel Office wishes to thank the Commission for the Blind, the New Mexico Commission for Deaf and Hard of Hearing, and the Department of Information Technology for all of their invaluable collaboration in making the updated course a reality.

Essentials of Supervision & Management Program: 235 Graduates in First Year

The first cohort of graduates of the Essentials of Supervision and Management (ESM) training program completed the program in July 2022. In just its first year, the program has graduated 235 aspiring and current managers and supervisors from over 30 State agencies.

State Personnel Office Training and Development Bureau would like to express its congratulations to all graduates, and its appreciation to all of the agencies who have supported and encouraged their employees' development by completing this program. Each graduate has demonstrated their commitment to excellence in leading State of New Mexico government and advancing their State government careers.

Feedback has been overwhelmingly positive, with the vast majority of graduates indicating strong agreement with assessment items including that the program increased their knowledge and skills that are important for their position, that they will be able to apply the learning directly to their work as a supervisor/manager, and that the completion of the ESM Program will have a significant positive impact on their performance as a supervisor/manager.



About Us

The SPO Training & Development Bureau provides learning opportunities for state employees to promote professional growth and development and to ensure that our workforce is well-equipped to carry out their important responsibilities. We offer instructor-facilitated classes, on-demand eLearning modules, and additional resources and support for state employees' learning and development needs.



Visit our [Training Calendar](#) on the SPO website to view and register for upcoming training events.



Contact us at personnel.training@spo.nm.gov with any questions or concerns.



Ongoing Leadership Education (OLÉ) Training Schedule

The Ongoing Leadership Education (OLÉ) training series consists of one-hour discussions of leadership topics providing useful action ideas in a short amount of time. The sessions will take place on the third Thursday of each month at 10-11 AM over Zoom. Registration on ELM is appreciated, but advance registration or access to ELM are not required to attend OLÉ sessions. Contact us at personnel.training@spo.nm.gov if you would like to attend and can't register on ELM. We look forward to seeing you there!

FY24 Q1 OLÉ schedule	
7/20	<p>Three Keys to Motivating your Team (SoNM-1827-4)</p> <p>Managing for motivation requires understanding the primary needs of each team member and managing them to best meet that need.</p>
8/17	<p>Leading Diverse Teams to Success (SoNM-1827-5)</p> <p>We'll discuss action steps to follow for promoting inclusion and valuing differences to generate better outcomes on your team.</p>
9/21	<p>Five Strategies to Turn Poor Performance Around (SoNM-1827-6)</p> <p>Performance issues can affect productivity, work quality, and even workplace culture. We'll discuss five steps to keep performance challenges from derailing your team's success.</p>



By the Numbers

FY23 is in the books, and it was banner year for Training! SPO Training saw over 4,400 completions of instructor-led (live) courses in FY23 – that's over 2,000 more than in FY22!

Nearly 40 new eLearning classes were added in FY23, with over 11,500 completions of non-mandatory eLearning. The number of State employees completing the mandatory Civil Rights course hit a new high of approximately 12,500 as recorded in ELM, about 2,200 more than in FY22.

All totaled, SPO Training issued over 28,500 certificates of class completion in FY23! These numbers are a testament to the value placed on learning and development by State employees. Let's keep learning together in FY24!

Essentials of Supervision and Management Program: Graduates for the Fourth Quarter of FY23

The State Personnel Office Training and Development Bureau congratulates the latest graduates of the Essentials of Supervision and Management (ESM) program! These graduates completed the program by completing 10 eLearning courses, the instructor-led Managing Employee Performance class, and the final Capstone Course. They then received a certificate of completion of the Essentials of Supervision and Management Program. By completing the program, they have demonstrated their investment in developing their leadership knowledge and skills to best serve the State of New Mexico.



The April, May, and June 2023 graduates are:

Alan Klatt	Drew Roybal-Chavez	Margo Gomez	Rickie Eslick
Alexander Chamberlin	Edward Fox	Mari Reimer	Robert Guinn
Alyssia Trujillo	Elisha Evridge	Mark Garman	Robin Wilson
Amanda Padilla	Howard Rutz	Mark Welliver	Rozana Archuleta
Annette Tafoya	Jacquelyn Houser	Marshall Romero	Sally Smith
Arturo Calderon	James Valenzuela	Matthew Barela	Sarah Anderson
Audra Chavez	Jerrold Roybal-Chavez	Matthew Shaver	Shawn Krause
Brandi Warhank	Joe Godwin	Melanie Sandoval	Simone Vann
Brian Polger	John Casado	Michael (Darren) Vaughan	Stephanie LeMaster
Casey Stavert	Juanita Maldonado	Michael Baca	Steven Ikeda
Charles Hamlin	Katherine Snyder	Michael Martinez	Susan Molina
D B Herbst	Kathleen Branchal-Garcia	Michelle Hueston-Green	Susana Regalado de
Daisy Carrera	Kent DeYoung	Michelle Lemon	Corral
Daniel Estrada	Kia Navarrete	Michelle Miano	Tim Noger
David Walker	Kirsten Sobehrad	Michelle Montez	Vanessa Skrehot
Davis Lee	Kris Winterowd	Michelle Ramirez	William Lane
Debra Ulibarri	Krista Schultz	Miguel Martinez	
Diana Valenzuela	Leona Tsinnajinnie	Pamela Brendler	
Diane Montoya	Levi Cole	Pamela Homer	
Donna Intermont	Lisa McDonald	Randal Myklebust	