

New Mexico Agricultural Leadership Program

Meet Class 15

March 2022, Seminar 1



Pictured left to right:

Marcy Ward, NMSU | Megan Schuller, Farm Credit of NM | Jarrell DeGroat, NAPI

Roxanne Chepsongol, NMDA | Kaitlin Robinson, Farm Credit of NM | Dineh John, NAPI

Travis McKenzie, McKenzie Land & Livestock | Marshal Wilson, NMDA | Not pictured: Juan Sanchez, NMDA



New Mexico Agricultural Leadership Program is committed to developing knowledgeable, multicultural leaders for New Mexico's agricultural, food, and natural resource industries.

GRADUATION & NEW BEGINNINGS

by Marshal Wilson



New Mexico Agriculture Leadership (NMAL) Program Class 14 graduation was held at the New Mexico State University Golf Course on January 21st, 2022. As with most graduation ceremonies, the event was a celebration that marked the reminiscence of memorable experiences and lessons learned on the part of the incumbents, coupled with anticipation from the fellows of class fifteen. The keynote speaker for the evening was Ralph Ramos the Superintendent of Las Cruces Public Schools. During his remarks, Mr. Ramos touched on the path that he took to his current position and some of the circumstances he faced during the hiring process. Through his story, I was reminded that leadership is not an attribute that a person turns off and on when the need arises; but true leadership is a concept that is embodied and practiced in everyday life.



Mr. Ralph Ramos

Members of class 14 shared some of the lessons and experiences they gained from the program. Each participant spoke about a specific moment or seminar and how they can leverage those experiences in the future. One common theme that I picked up on was the importance of keeping an open mind, being curious, and making the most of opportunities to expand your network. It was easy to witness the comradery that had developed among class 14 during their time together, despite the adversity and uncertainty caused by the pandemic.

However, the part of the night's events that made the greatest impression on me was the support for the New Mexico Ag Leadership Program from the community. I was impressed by the dedication of the families of individuals from past and current classes, sponsors, and members of the board who have each contributed to the success of the program through its participants. This support takes many forms including financial assistance, professional encouragement, or emotional support. As class 15 begins our journey through this program, we would like to thank all of NMAL's supporters for their contribution to the program, and to the industry.



Marshal with NMAL Board President Bob Mayberry



LOOKING AHEAD FOR CLASS 15

by Megan Schuller

Class 15 gathered for our first seminar in January on the NMSU campus. We are excited about what is in store for us on this 18-month fellowship program. After only a short time together, we have formed a strong relationship among each of us and are looking forward to what we can contribute and take away from being in the New Mexico Agriculture Leadership program.

Looking ahead to our fellowship, we are starting out with our first book *Who Moved My Cheese*, a book on how to deal with the change in our work and in our life. The exciting topic is our travel plans for the upcoming months with the international trip on the near horizon. Although we have been given

some hints, our international destination has not yet been announced. No matter what, it is going to be exciting and extremely educational.

We are also planning to travel to the Southeastern part of the state in mid-April to start our tour around the state. September looks to be the month for our policy trip to the nation's capital, Washington D.C. In the time between traveling, we are working on our personal purpose statements and will begin to dive into *The Leadership Challenge* reading.

Many great things will come our way in the next 18 months, we are up for the challenge as we know the knowledge, relationships and experiences will be worth it.



Class 15 Fellows



LEADERSHIP DISCOVERY

by Dineh John

The New Mexico Agricultural Leadership Seminar #1 was held at New Mexico State University in Las Cruces. Dr. Shannon Norris, AXED-NMSU who is an alumni of NMAL Class 11, kicked off our 18-month program with “What is Leadership”. This presentation allowed us to discover common definitions of leadership and leadership styles.

When becoming a leader, it is important to analyze yourself. We were asked three questions. First, what pivotal moments did we experience that shaped our lives? Second, what greatest strengths do we bring to a team? Three, what do we hope to gain? These were some serious questions that took some time to answer. Next, we discussed leadership theories and leadership styles. Leadership theories indicate the various qualities of leaders and leadership styles indicate how a leader would manage their team. Are we dominant, influential, steady, or compliant leaders? Do we follow the Coach, Visionary, or Democratic Leadership Theories? How do we work in a team with different styles? To help us raise self-awareness and answer these questions, Dr. Norris led us through the DISC Assessment and leadership theory exercises.

The DISC Assessment is a tool that helps individuals learn about their personalities and behavioral style. There are four categories in the DISC Assessment which are:

**Dominant (D),
Influential (I),
Steady (S),
and Compliant (C)**

A Dominant behavioral style is someone that could have characteristics such as being a leader, determined, decisive, and like to fix problems. An Influential behavioral style could be someone that is creative, a motivator, have a sense of humor, and be a great storyteller. The Steady behavioral style is someone who could be calm, witty, reliable, kind, and a good listener. The Compliant behavioral style is someone who could be detailed, works well alone, a planner likes charts, and is analytical. To help us learn about our personality and behavioral styles, we all took this assessment and our results were:

D- JD and Tina

I- No one

S- Marshal, Marcy, and Megan

C- Kaitlin, Dineh, Travis, and Roxanne

The presentation provided by Dr. Norris is a great start to our leadership journeys. With knowledge of leadership theories and styles added into our tool-boxes, we are sure to succeed. We all look forward to our upcoming conference calls and seminars.



Class 15 Fellows with Dr. Norris

PERSONAL PURPOSE STATEMENTS

by Marcy Ward



A personal purpose statement can be defined as a summation of what an individual wants to accomplish in life, either personally or professionally; the statement often includes specific goals, beliefs, and core values that best describe a person's intent and character. Building a personal purpose statement can be accomplished by first identifying points in time that had a profound impact on one's life. Reflecting on those times can then help establish a trend of important values and characteristics that developed as a result of the outcomes of those impactful moments.

To be an effective leader, a personal purpose statement can provide a guide in developing an effective management style. Simple exercises can be done to develop a personal purpose statement:

- 1. List the times at which changes most impacted your life**
- 2. Provide three values related to your professional life that are a top priority**
- 3. Identify three or four experiences that contributed to your core values.**
- 4. Based on the previous answers, develop a list of the top three values you see in yourself.**

With this information in hand, build your statement incorporating key values and how they will help you reach your personal and professional goals. These statements will likely reflect your management style. In many ways, a personal purpose statement and a business's mission statement are quite similar. A good attribute for a leader, supervisor, or boss is that they often have a personal purpose statement that closely reflects their company's or institution's mission statement. New Mexico Agricultural Leadership class 15 will be developing personal purpose statements over the new few months.



JD, Roxanne, and Travis



LEADERSHIP IN A CHANGING WORLD

by Kaitlin Robinson

Dr. Teresa Maria Linda Sholz, the VP for Equity, Inclusion, and Diversity at NM State, she/her, presented a tall order to the Class 15 fellows right off the bat when visiting us at the first Seminar. As she introduced herself using her name, title, and gender pronouns, I was immediately intrigued as to why she included the latter part of this information. Equity, Inclusion, and Diversity have become some of the biggest buzzwords in the world within the last ten-plus years. Ever-changing times leads us to try to stay ten steps ahead of the current culture and be very aware of our words, actions, and perception of the people around us.



Dr. Teresa Sholz

To kick us off, she asked the fellows to identify the qualities of an effective leader and how we think those “look” or “sound”. This really started to put perception to the test as we began thinking of what

leaders we respect do that makes us believe they are good leaders and what they do to portray that characteristic. With a peer share to follow, it was interesting to see what the fellows also thought made good leaders – many of which were agreed upon - including empowering, visionary, mentor, motivating, and communicating.

After our discussion on leadership qualities, Dr. Sholz dove us headfirst into examining the challenges society faces every day including the very important difference of intent vs. impact. She shared with us many examples of how tone, not just of voice but of the wording, can change the impact to be malicious when the intent may or may not have been good-hearted.

Later in our conversations, we discussed the use of gender pronouns in society & the workplace. Some may not have noticed the movement to include these in presentations, video calls, or on social media but it is an evolving part of today’s society. Discussing how you can approach someone who may specify a pronoun provided the fellows’ guidance when we are more than likely faced with this situation in our careers.

The presentation provided many thought-provoking concepts for the fellows as we kick off our Leadership Development program. Equity, inclusion, and diversity are brought together in personal and professional lives with respect for each other and understanding the impact of biases and actions on others.



A WORD FROM COLLEGE DRIVE

by Tina Wilson

Class 15 orientation was held in conjunction with class 14 graduation. Almost immediately I noticed class 15 bond together and during group work time, there was lots of laughter. I will admit that it was a lot of work to plan for these two events to occur at the same time but seeing the two classes interact was well worth the effort. By the end of our time together, the class had a mascot, Bob the artichoke. Look for photos of a stuffed Bob as he goes along for the adventures with class 15 fellows.

Recently I returned from an East Coast trip. While I was there for personal reasons, I had the opportunity to tag along with Washington State Agriculture and Forestry Education program on a trip to Gettysburg, Pennsylvania. Amazing, fabulous, and any other superlatives that you can think of describe this experience. The Battle of Gettysburg occurred over 3 days in 1863 and was one of the costliest battles to occur on the North American continent. One in three soldiers were dead, wounded, captured, or missing. This location is where President Lincoln gave his statement on national values, The Gettysburg Address. What may this historic battle have to do with leadership? Plenty. The workshop was led by Dr. Jeff

McCausland of Diamond6 Leadership and Strategy. At each stop, we were given a scenario (when, who, and what) along with a leadership challenge that our squad had to come up with a solution. After each squad presented solutions, a licensed battle guide, Tom Vossler, would present the military leader's course of action along with historical context. Besides the various stops at historical sites, the workshop was rich in overarching leadership concepts. This was an amazing experience that I am thankful I had the opportunity to take part in. I envision New Mexico Agricultural Leadership classes going forward incorporating this opportunity into our National Agricultural Policy seminar in Washington, D.C.

On the horizon for class 15 is a seminar in Southeastern New Mexico. The focus of this seminar will be the oil and gas industry along with the contribution to the state's budget and discover our Clifton Strengths. In June, classes 14 and 15 along with the New Mexico Department of Agriculture will be heading across the pond to England and Scotland.



Tina with Class 15 Fellows



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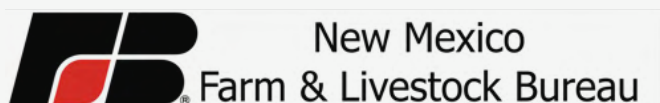
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We love to hear what our alumni are up to! Send us a picture of a recent trip, conference, life event or milestone so we can share with fellow alumni and supporters. Send pictures and a brief description to nmal@nmsu.edu to be featured in one of our newsletters.

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