



**January 2025 • Volume 2, Issue 1**

**2025  
Annual SET  
coming late  
February!**

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## **Goodbye 2024, Hello 2025!**

As we bid farewell to a year filled with growth, challenges, and accomplishments, the NMSU Center for Learning and Professional Development (CLPD) extends its warmest wishes for a prosperous New Year to all students, staff, faculty, and community members. The CLPD team has been thrilled to play a part in your educational journey, offering a wide range of programs and resources designed to foster lifelong learning.

Stepping into **2025**, we are excited to continue this momentum and support our NMSU community in achieving even more remarkable milestones. Here's a glimpse at what's ahead for the New Year:

### **New Training Platform – Cornerstone**

The CLPD team is currently working on the implementation of the new training platform administered by Cornerstone. The anticipated 'go-live' date for the entire campus community will be late February 2025. We apologize for any challenges this may bring but the wait will be worth it. The new system is robust and flexible.

### **New Training Needs Analysis**

During 2023-2024 CLPD administered an employee training needs analysis that revealed NMSU employees are eager for various types of trainings. Through the endeavors of Executive Leaders Interim President Torres, Employee Council, IT, HRS, and our Community Colleges, NMSU will be launching new training resources by LinkedIn Learning. Keep an eye out for upcoming announcements!

### **Looking Ahead**

We are filled with anticipation for the opportunities that lie ahead. The Center for Learning and Professional Development remains dedicated to providing the tools, resources, and support necessary to help you achieve your professional and personal goals.

To all of our students, faculty, staff, and community members – thank you for being part of the CLPD family. **Happy New Year** from the NMSU Center for Learning and Professional Development!

Respectfully submitted, Bre' Garza

# ALTA 2024 GRADUATES



## Seeking Cohort Participants for 2025

Center for Learning and  
Professional Development

Application Deadline:

January 24, 2025 at 11:59 p.m.

First Day of Class:

February 21, 2025

## 2025 Aggie Leadership Training Academy Applications – Ruben Diaz

How are you approaching this new year? Are you looking to grow your leadership skills or, perhaps, start a path towards career advancement? While January is a great time to set goals for self-improvement, how you approach this can determine the likelihood of success. We all know someone who sets “new year’s resolutions” that never come to fruition; we’ve all likely been there.

Your professional growth, however, is too important to ignore, and you don’t need to embark on the journey alone. For all of our NMSU employees looking to prioritize their professional growth this year, we are excited to announce the **application to join the 2025 Aggie Leadership Training Academy is now open!**

ALTA is a leadership certification program that provides high-performing and/or high-potential employees (administrators, faculty, and staff) with an opportunity to develop leadership competencies in preparation for career advancement opportunities. Because leadership capacity is not determined by title or position, **ALTA is open to all NMSU employees**. In other words, you don’t have to be a leader *to be a leader*.

Are you ready to apply or want to learn more? Visit our [ALTA Program Overview](#) page for more details and instructions to apply for the 2025 cohort. The application requirements include a supervisor recommendation, so we advise applicants to start ASAP to meet the **submission deadline of January 24, 2025**. Don’t hesitate to reach out to us at [trainingcentral@nmsu.edu](mailto:trainingcentral@nmsu.edu) with any questions. Lead on, Aggies!

# New Year, New Beginnings – Jennifer Gabel

What is it about the New Year that brings about thoughts of new goals, resolutions, new plans? Maybe it is the excitement and optimism that a new start brings. Maybe it is because we have just returned from a well-deserved, restorative break. I don't know and maybe it doesn't really matter *Why* but what does matter is *What* we do. So, as you and your team begin the new year and the new semester and think about all the possibilities for the coming year, here are some things to consider.

## Strategic Planning

- When was the last time your team met to discuss goals, major projects, possible improvements?
- Who contributed to and wrote the goals and strategic plan? Is it something that the leader did in a vacuum and pushed down to employees or was it a collaborative process where everyone had an equal voice?
- When was the last time your team reviewed your strategic plan?
- Do all of your department and employee goals line-up? Do the personal goals contribute to the department goals? Do the department goals contribute to the college or division goals? Do the college or division goals contribute to the University goals?
- Does everyone in your department know how they contribute to the department, division, and university?
- Do you have an action or project plan to guide your efforts?

## Team Dynamics/Culture

- Do you have new team members or leadership that could benefit from some team building? New teams mean new expectations, new ideas, new relationships, and new communication preferences.
- Are there big (or small) changes coming up that your team needs to be prepared for?
- Do you want to change how your team communicates with each other, with customers, and with leadership?

## Succession Planning

- Are you anticipating any employee changes (moves, terminations, retirements) in the next year? Two years? Five years? Are you prepared to fill those voids, not just with a physical body but with someone who can hit the ground running and contribute to the team in a short period of time?
- If your top contributor(s) were to leave tomorrow, how would your team continue to function? What tasks or responsibilities would need to shift, change, or be eliminated?
- Does everyone on your team have a professional development plan?

## Process Improvement

- Are there tasks or processes you do that are cumbersome, difficult, or unnecessary?
- How do you know? What metrics do you have in place? What does success look like?
- Are employees empowered to make changes their processes?

Any one or more of these is a great opportunity to engage employees. Buy-in is so critical to any organizational development endeavor and that is only achieved through inclusion, trust, empowerment, and transparency. A facilitated retreat or workshop is a great opportunity for everyone to have a say and get on board. Not sure where to begin within your department? Start with a facilitated brainstorming session with your team to generate ideas. There is no need to hire a high-priced consultant to facilitate your sessions; CLPD offers facilitation for all your organizational development needs **free of charge!** And best of all, we know NMSU. We understand the culture, your struggles, and can identify internal resources to meet your needs. Learn more and request a consultation at <https://training.nmsu.edu/organizational-development/index.html>.

## Important Dates To Remember

### Training Central Upgrade Update – Dr. Vanetta Busch

Since October 7, 2024, the CLPD department has been undergoing a series of activities to create a new and improved employee training experience. We are almost complete. We plan to launch the new system to NMSU employees Mid-February.

Following is our planned timeline:

CLPD Training	Jan 1-15
UAT Testing	Jan 15
<b>Go Live</b>	<b>Feb 15</b>
<b>SET Training</b>	<b>Feb 24</b>

Due to system upgrade/changes the Annual SET training will launch toward the end of February 2025.

### New Employee Orientation January Trainings

Recently hired? Learn more about NMSU and your benefits.

**January 6<sup>th</sup>**  
**January 13<sup>th</sup>**  
**January 27<sup>th</sup>**

Register Here!!

[Registration for New Employee Orientation \(2024-2025\)](#)

## Rewards and Recognition – December Kahoot Winners

### New Employee Orientation

Rick Rivera, New Hire Library Specialist, Sr., participated in NEO and recalled all the important things he learned about NMSU!

### HR Connect

Monthly, HR Liaisons from various departments join together to learn important HR related information and receive important updates. Congratulations to the following top three winners who were able to recall HR information.

Arianna Valladares – PSL Directors Office

HR - ACES College

Melody Munson – Mcgee – Division of Student Success



IDEAS for the BRIDGE?

Select here and tell us more: [The BRIDGE Newsletter Ideas!](#)

Thank you for your input!