

ALBUQUERQUE JOURNAL

# BUSINESS OUTLOOK

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LEADERSHIP NEW MEXICO

# EYE-OPENER

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A DEEP DIVE ON STATE ISSUES ♦ PAGE 5 MEET THE CLASS OF 2019 ♦ PAGE 6



ROBERTO E. ROSALES/JOURNAL

Leadership NM participants listen to Eric Montgomery of the Mesilla Valley Economic Development Alliance speak on U.S. trade with Mexico in Santa Teresa.



Mike Crossey, CEO of TriCore Reference Laboratories, at the War Eagle Museum in Santa Teresa during a Leadership NM trip.

# An eye-opener

Leadership NM pulls together a diverse group of leaders for a deep dive into the state's issues

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**BY ANGELA KOCHERGA**  
JOURNAL STAFF WRITER

**L**AS CRUCES – Leaders from across the state visited southern New Mexico to learn about the challenges and opportunities in the rapidly growing border region.

“It’s been eye-opening,” said Mary Homan, New Mexico Gas Co. economic development

and community affairs manager, during a three day tour organized by Leadership New Mexico.

“The program itself, of course, is filled with community leaders from all walks of life, from all industries, all across the state so we’re coming at it with different eyes and different visions and of course different perspectives,” Homan said.

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## THE EXECUTIVE'S DESK

## Meet Leadership New Mexico's class of '19

BY SHAD JAMES,  
CHAIRMAN OF THE BOARD,  
LIFETIME MEMBER  
AND PATTY KOMKO,  
PRESIDENT, CO-FOUNDER,  
LIFETIME MEMBER  
LEADERSHIP NEW MEXICO

Leadership New Mexico is proud to introduce its Core Program Class of 2019. These 42 leaders from 17 communities and a broad range of industries are passionate about one central goal and purpose: building a stronger future for all New Mexicans.

In this edition of the Business Outlook, the class participants share their reflections on their Leadership New Mexico program experience and insights about the future of our state. The individuals are motivated to lead their organizations and communities with a deeper understanding and awareness of the most pressing issues facing our state.

Leadership New Mexico was formed in 1995 by a small group of committed individuals who saw the need for a nonpartisan, statewide organization dedicated to the development of informed leaders. In its 23rd year, Leadership New Mexico has provided more

than 1,600 business, community, and government leaders from 85 communities with valuable insights and perspectives on New Mexico's many opportunities and challenges.

The organization's four programs — the Core Program, the Local Government Leadership Program, the Connect New Mexico Program, and the Alumni Member Program — educate participants and deliver experiences that foster lasting professional and personal relationships. Launched in 1996, the Core Program was designed to serve established, senior level leaders. It consists of six program sessions held in communities across the state over a 10-month period. Each session features presentations from respected experts who volunteer their time to share their knowledge with a group of 40 to 45 Core Program participants each year.



Shad James

The Local Government Leadership Program was created in 2003 for municipal and county officials, school board members, New Mexico National Guard members, and regional councils of government to help them gain the knowledge to undertake civic responsibilities with a passion for effective and ethical public service. It meets for two, 2½-day sessions and is the product of a partnership with New Mexico Counties, the New Mexico Municipal League and the New Mexico School Board Association.

Connect New Mexico the "Next Generation of Leadership" Program, introduced in 2007, is tailored to the needs of young professionals (ages 25-40). This program combines elements of the Core Program and Local Government Leadership Program to develop participants' personal leadership skills and gain a greater understanding of how New Mexico's systems and structures work.

Since its launch in 2001, the Alumni Member Program has steadily grown and evolved. Graduates from all three

Leadership New Mexico programs have the opportunity to continue their involvement and professional development through educational and social events throughout the state. This spring, the program will be hosting a behind-the-scenes tour of the Air Force Research Laboratory to learn about the Lab's research efforts, STEM outreach, and tech transfer. Past tours include Meow Wolf, Virgin Galactic/Spaceport America, the Waste Isolation Pilot Plant, and



Patty Komko

many more.

The enduring value that Leadership New Mexico delivers to participants beyond their initial program experience is reflected in the organization's enthusiastic member involvement. More than 225 individuals have become Lifetime Members and support Leadership New Mexico's endowment, which has enabled the organization to offer additional benefits such as program scholarships for individuals from small businesses and rural communities.

While the focus and content of each Leadership New Mexico program differs, the organization's central goal and impact contains a common

thread. Graduates from all three of Leadership New Mexico's educational programs go on to infuse their organizations and communities with new knowledge and understanding, and perhaps most importantly, become part of a statewide network of informed and dedicated leaders that put their insight to action. They serve countless hours on boards and committees, and advocate for critical issues in their communities and the state. Leadership New Mexico's graduates work tirelessly to lead the way to a stronger New Mexico; a place where individuals, families, and organizations can succeed and thrive.

## Issues put front and center

From PAGE 4

She's among 42 participants in the core class of Leadership New Mexico, a non-profit organization that fosters understanding of issues, challenges and opportunities across the state. The current group includes CEOs and top managers as well as

emerging leaders from 16 communities in New Mexico.

"The whole idea is to take a group of people like this from around the state and educate them about different parts of the state and things they might not have thought of," said Leadership NM President Patty Komko.

During the annual

10-month core class, the leadership group takes a series of trips across the state focused on specific themes. The visit to southern New Mexico was the third of six sessions and highlighted economic development. It included a tour of White Sands Missile Range and

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ZIA NATURAL  
GAS COMPANY

CONGRATULATIONS!



Zia Natural Gas Company  
would like to recognize  
Leadership NM Member

LESLIE GRAHAM

GENERAL MANAGER

## CLASS OF 2019

Participants in this year's Leadership New Mexico class were asked a variety of questions related to their experiences in the program:

Who or what inspires you as a leader and why?; What do you consider to be New Mexico's strengths and how can our state build upon these assets?; What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?; Describe your vision for New Mexico in one sentence; What would it take to realize that vision and how can you contribute?; How do you see yourself applying your LNM experiences and education in the future?; What steps do we need to take to improve the future of our state?; How do you define "leadership"?; As a leader, who are you inspired by?; What do you consider to be the top issue or concern facing New Mexico today? Why?; What do you consider to be the top accomplishment in the past 5 years in our state? Why?; Describe in one sentence your vision for New Mexico; What has inspired you or been the highlight of your Leadership New Mexico experience so far; What specific skills/knowledge do you hope to gain from your participation in Leadership New Mexico?

## JANET ACOSTA

**Chief operations officer and administrator  
Haciendas at Grace Village  
Las Cruces**

**How do you define "leadership"?** Leadership is setting a vision and demonstrating a willingness to set the example for his or her team. Great leadership asks questions and helps those achieve the overall goal through mentorship and coaching.

**What do you consider to be the top issue or concern facing New Mexico today? Why?**

Education represents our past, present and future. The challenges we face as a state are due to the expectations we have set in the past. We must challenge at a legislative level to create change that will shape our future.

**What specific skills/knowledge do you hope to gain from your participation in Leadership New Mexico?** I look forward to forming relationships that will spark new ideas and create a culture where we value different perspectives and experiences. Together, we can help grow opportunities that allow New Mexico to become a leader of the future.



## TIM ANDERSEN

**Deputy garrison commander  
White Sands Missile Range**

**Who or what inspires you as a leader and why?** An inspirational leader is someone who is able to listen and motivate his or her personnel. A leader must allow them the opportunity to think freely and try new things, but also be accessible to ensure the individual is able to get feedback on their progress.

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?**

The state's conservation efforts are good as well as the protection of the environment. New Mexico must continue funding efforts for species re-introduction in native habitats throughout the state.

**What do you consider to be the weaknesses facing New Mexico, and how can we overcome these challenges?** The state needs to improve their tax structure and make it more conducive to the military and retirees.



CRI is proud to support Leadership New Mexico.

*Congrats Kimberly*

**KIMBERLY WARREN, CPA, JD, LLM**

Partner, Carr, Riggs & Ingram  
Roswell, NM

Leadership New Mexico Graduate

Top 20 CPA Firm | CRICpa.com



**usbank** WOULD LIKE TO SAY

**CONGRATS!**

**usbank** WOULD LIKE TO SAY  
**CONGRATS!**

**US Bank would like to recognize  
Leadership NM Member and Business  
Banking Specialist, Miles Wolf**



**US Bank would  
like to recognize  
Leadership NM Member  
and Market President,  
Thomas Lantieri.**

## MARLENE BACA

**Chief executive officer  
New Mexico Health Connections  
Albuquerque**

**What do you consider to be the top issue or concern facing New Mexico today? Why?**

Access to quality healthcare for all New Mexicans is my top concern because the foundations for healthy, economically viable, and thriving communities are built by investing in the health of individuals and families.



**What do you consider to be the top accomplishment in the past 5 years in our state?**

**Why?** Since the advent of the Affordable Care Act, New Mexico has significantly reduced its uninsured rate from 21 percent to 10 percent. In addition to helping people get access to care, this positive change has important ramifications for limiting cost increases and supporting the health of our communities.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** Through dialogue with leaders from a range of fields, I have been able to expand my awareness of the opportunities and challenges our state faces in a more integrated and solution-oriented way.

## TOM BULLARD

**Vice president, gas management & technology services  
New Mexico Gas Co.  
Albuquerque**

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?**

Our culture, diversity, natural resources, the climate and the natural beauty of the state. Our state can build on these assets by fostering a business-friendly government so communities can attract high-caliber businesses.



**Describe your vision for New Mexico in one sentence.**

New Mexico will become the state of choice in the Southwest, where people want to live and work with ample opportunities.

**What would it take to realize this vision and how can you contribute?** Realizing this vision requires focusing on and improving education at all levels, and developing business-friendly governments, policies and regulations. It's a long-term solution and effort.

## ROBERT BALDRIDGE

**General manager – New Mexico operations  
Intrepid Potash – NM, LLC  
Carlsbad**

**Describe your vision for New Mexico in one sentence.** Statewide growth and progress that embraces our state's culture while enhancing economic development.

**What would it take to realize that vision and how can you contribute?** A comprehensive list of New Mexico assets with an empowered cross-sectional team tasked with creating development opportunities would help to realize this vision.



**What steps do we need to take to improve the future of our state?** We can improve the future of our state by creating an economic plan that has support and financial backing across political lines.

## CHRIS BUTLER

**Project management director  
Jaynes Corp.  
Albuquerque**

**How do you define "leadership"?** The definition of leadership to me is service. As a leader, you serve your customers, employees, family and community. I feel that maintaining a sense of service makes you a better leader.

**As a leader, who are you inspired by?** I am inspired by the hard workers that have helped shape our state and country.

**What do you consider to be the top accomplishment in the past 5 years in our state? Why?** I think our state has done a great job of attracting new industries and developing more economically stable jobs. Over the past five years, we have seen some very exciting companies decide to move to New Mexico, which has a direct impact on the availability of high-paying, stable jobs.



## MOLLY BELL

**Executive vice president  
Rio Grande Inc.  
Albuquerque**

**How do you define "leadership"?**

Characteristics that define great leadership must include a genuine interest in people, care, consideration, and respect for others' ideas and perspectives. Leadership thrives with big doses of humility and patience. Perseverance and courage are important, as is optimism, creative thinking, curiosity and vision.

**As a leader who are you inspired by?** Herb Kelleher, Warren Buffett and Saul Bell.

**What do you consider to be the top issue or concern facing New Mexico today?** Education. Building skills and sharing knowledge helps to create a better and sustainable future for all. An educated person is more likely to operate as an independent, contributing member of society and make choices that contribute to their overall health and well-being.



## ABEL CARDENAS

**Chief of risk management & retail operations  
Laguna Development Corp.  
Albuquerque**

**Who or what inspires you as a leader and why?** I am inspired by people who work hard and love the work they do every day. I love the pride they take in their work and in their accomplishments.

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** We live in the Land of Enchantment and as a state, we have much to offer. Our diversity is like few other states. We should build on this diversity to improve our education system and lower our crime rate to attract more people to the state.

**What would it take to realize that vision and how can you contribute?** We have to slow down the crime rate by improving laws for repeat offenders. We need to improve our educational system by following the model of other states whose education system works. We need to vote, hold our elected officials accountable and work with them to improve our laws.



## ANGIE COBURN

**Central region director  
Presbyterian Medical Services  
Albuquerque**

**As a leader, who are you inspired by?** I am inspired by leaders who can inspire and empower others to be successful. A mentor of mine taught me that you don't have to do it all yourself, you just need to surround yourself with good people and let them do their job. That was great advice.

**Describe in one sentence your vision for New Mexico.**

New Mexico will be a leader in the healthcare industry and improve our education system for our children and our future.

**What specific skills/knowledge do you hope to gain from your participation in Leadership New Mexico?** There is always so much to learn. I think it is great that we are brought together to learn what is happening in many sectors across the state, plus the networking opportunities are endless. I can take bits and pieces from everyone in class. It is an honor to be included.



## PATTY COLLINS

**President & chief executive officer  
Hobbs Chamber of Commerce  
Hobbs**

**What do you consider to be New Mexico's strengths, and how can our state build upon these assets?** Our strength is our people. We have a rich history of diversity and although we don't all agree on everything, when it comes to moving forward, we come together. We need to continue the momentum.

**What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?**

Sadly, diversity can also be our weakness at times. We are all passionate about our area and our role in what we believe are our leadership needs. We can overcome this by effectively working together to lead our own communities.

**What steps do we need to take to improve the future of our state?** Supporting programs such as Leadership New Mexico that educate leaders around the state and give a point of contact in all of our communities to talk about issues and brag on our positives can help us to improve our state's future.



## BRUCE COVERT

**President & project manager  
Nuclear Waste Partnership, LLC  
Carlsbad**

**How do you define "leadership"?** Leadership is enabling an individual or team to be the best they can be every day. It's supporting, caring, providing recognition, coaching, mentoring and developing people daily.

**As a leader, who are you inspired by?** Capt. D. Michael Abrashoff, former Naval Commander, USS Benfold. His leadership in turning around a ship's performance utilizing key management techniques has helped me on numerous projects over the last 10 years.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** STEM and vocational education. As an employer, we are very STEM-based and the majority of our positions require these skills. We, as many New Mexico employers, have a great need for skilled tradespeople in the fields of electrical, instrumentation and control and mechanical fields to support our work.



## MICHAEL CROSSEY

**Chief executive officer & chief medical officer  
TriCore Reference Laboratories  
Albuquerque**

**What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?** We must establish our public education system as the best in the nation. As a constant recruiter, it has impressed me how important the opportunities available for children is a major driver to a young workforce. Making the transition in education will require leadership from all sectors and a funding commitment.

**Describe your vision for New Mexico in one sentence.**

My vision for New Mexico is a place with such a vibrant culture, strong economy and beautiful environment that all our children and grandchildren choose to live close by (though not too close).

**What would it take to realize that vision and how can you contribute?** As New Mexicans, we must first believe in ourselves. We need to grow our own leaders, which will require strategic vision and a willingness to diversify our economy. At all of our worksites, I am committed to hiring the best and brightest local talent and investing in their personal and professional growth.



## JENISE DAHLIN

**Logistics manager  
URENCO USA  
Eunice**

**What do you consider to be the top issue or concern facing New Mexico today? Why?** The top issue is our inability to provide sufficient tools to all of New Mexico's children to ensure their success. We must put our efforts and our resources toward providing them all they need to succeed in life and to become leaders themselves. This includes sufficient educational opportunities, proper food, housing and medical provisions.

**What do you consider to be the state's top accomplishment in the past 5 years in our state? Why?** I believe we have made positive strides in our economic development endeavors, in growing industries and attracting new industries to our state. However, I do believe this needs to continue to be an area of focus.

**What specific skills/knowledge do you hope to gain from your participation in Leadership New Mexico?** I hope to gain a better understanding of the challenges our state is facing and the programs we are pursuing to mitigate the challenges, as well as find ways to better establish these programs across all areas of our state to have a broader impact.



## PAUL FARLESS

**Chief operations officer  
SDV Construction  
Albuquerque**

**Describe your vision for New Mexico in one sentence.** For New Mexico to blend family values, culture, and our unique resources into one of the most solid economic powerhouses in the Southwest, creating a solid future for all of our residents.

**What would it take to realize that vision and how can you contribute?** We need a bipartisan effort to create a team that can and will leverage the wisdom and knowledge in this state under one common agenda, and then execute that plan. Leadership New Mexico has provided an opportunity to create those relationships, and I would like to assist in bringing the necessary people together to make this happen.

**What steps do you need to take to improve the future of our state?** I believe the family structure is the core of any community and the root of its strength. We need to start with strengthening families within our local communities and work up from there.



## RON GERDES

**New Mexico operations shared services manager  
Freeport-McMoRan  
Bayard**

**As a leader, who are you inspired by?** I am inspired by individuals who don't necessarily have the official title but are nonetheless viewed as a leader by their peers.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** If I have to pick one, it's education. Education is the fundamental catalyst for improving our economy and retaining the best and brightest people in our state.

**What do you consider to be the state's top accomplishment in the past 5 years? Why?** Encouraging expansion of the Santa Teresa business complex. This is a sustainable initiative that adds tremendous value to our economy.



## JON GRAFF

**Commandant of cadets / dean of students  
New Mexico Military Institute  
Roswell**

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** People will always be our greatest asset, especially our young people. New Mexico also has phenomenal natural assets and plenty of room to grow.

**What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?**

We are having a tough time merging our human potential with our resource potential. We are spending tremendous effort fighting drugs and crime; we need to focus more on setting the conditions to guide our youth away from those paths and toward more productive programs.

**Describe your vision for New Mexico in one sentence.** New Mexico will lead in the development and application of educational and medical service opportunities in rural areas that will benefit the world.



## LESLIE GRAHAM

**General manager  
Zia Natural Gas Co.  
Ruidoso Downs**

**As a leader, who are you inspired by?** I am inspired by individuals who have a vision and are able to work through the many daily distractions to achieve that vision, such as John Rockefeller and Warren Buffet.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** New Mexico must continue to focus on the growth of private sector jobs. To achieve this, our state needs educational programs that not only encourage college degrees, but also technical education and certificate programs.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** Leadership New Mexico has provided the opportunity to exchange ideas and share best practices with other business leaders participating in the program.



# Issues put front and center

From **PAGE 5**

a scheduled visit to the bustling Santa Teresa border crossing, the state's international trade hub.

"I think there's great value, and that's why we've been doing what we've been doing for years, taking people to places they may never have been before," said Komko, one of the founders of Leadership NM.

Now in its 23rd year, the organization does not take a position on political issues but could not avoid the impact of the political battle over funding for the border wall during the January visit.

Customs and Border Protection officials canceled a scheduled tour of the Santa Teresa port of entry because of the government shutdown, so the group drove down

to the border in Santa Teresa on their own to get a firsthand look at the existing barrier.

The trip to southern New Mexico included a series of talks by economic development experts and business leaders. Scott Maloney, CEO of technology company Seed Worthy and a senior partner with Crain & Co., a global consulting firm, discussed the challenges of building a skilled workforce.

"They are absolutely surmountable, and in a lot of ways, with a little bit of creativity and a little bit of hustle, are something you can turn into a benefit," Maloney, a self-described "serial entrepreneur" told the group. He credited the state's Job Assistance Training program with helping him develop

homegrown talent and create new opportunities.

"Now, we're defining manufacturers as the builders of anything including software, including pharmaceuticals, anything," Maloney said.

The leaders on the economic development tour of southern New Mexico said the experience was an opportunity to understand the region and each other better.

"This kind of gives us an opportunity to bring everybody together for shared experiences that creates new dialogue. So it's exciting because through that dialogue there are so many opportunities for growth in the state, individually and for our companies," said Homan.

## Congratulations Leadership New Mexico 2019 Graduates



**Jenise Dahlin**  
UUSA Logistics Manager  
Class of 2019



## JOHN GULAS

**Chief executive officer & president  
Los Alamos National Bank  
Los Alamos**

**Who or what inspires you as a leader and why?** My father, because of his profound belief in fairness and honesty.

**Describe your vision for New Mexico in one sentence.** I would like New Mexico to be a place where lives are fulfilled by the richness of our natural resources and everyone is afforded the opportunity for a quality education and economic success.

**How do you see yourself applying your LNM experiences and education in the future?** I

see myself getting involved in areas of economic development and as an advocate for a re-imagined educational system.



## CATHY HIBBS

**Chief executive officer  
Carlsbad Medical Center  
Carlsbad**

**How do you define "leadership"?** Coaching, mentoring, guiding, teaching, motivating and inspiring.

**What do you consider to be the top accomplishment in the past 5 years in our state? Why?**

Since I am from southeastern New Mexico, I consider the opening of the Delaware Basin for oil and gas among our state's top accomplishments because it will drive revenues and economies throughout the state.

**What specific skills/knowledge do you hope to gain from your participation in Leadership New Mexico?** Having an understanding of how different leaders approach issues and what they find of value helps me to broaden my approach to problem-solving in my industry.



## RUSS HILLER

**Partner/shareholder  
Pulakos CPAs  
Albuquerque**

**Who or what inspires you as a leader and why?** I am inspired by leaders who conduct themselves with integrity, respect for others and a genuine commitment to serving their organization and community.

**Describe your vision for New Mexico in one sentence.** For New Mexico to become an economically advantageous place where businesses and individuals can prosper.

**What steps do we need to take to improve the future of our state?** We need to simplify the gross-receipts tax in order to help attract business investment to our state.



## MARY HOMAN

**Past president, New Mexico Municipal League  
Mayor pro tem  
Village of Los Ranchos de Albuquerque**

**What do you consider to be the top issue or concern facing New Mexico today? Why?** The creation of high wage, long-term jobs is a top issue. Attraction of high-wage positions and their firms will promote a strong economy, attract other high-paying firms, and showcase New Mexico as the place to do business.

**What do you consider to be the top accomplishment in the past 5 years in our state? Why?**

The statewide promotion and adoption of economic development tools like JTIP and LEDA is a top accomplishment. These tools and other economic incentives have enabled cities and counties across the state to attract new businesses and invigorate them with jobs, new money, ideas and positive energy.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** I'm inspired by the diverse representation of people in our LNM class who come from a broad assortment of companies, backgrounds, ethnicity, communities, ages and interests. The ideas and opinions exchanged are engaging and thought-provoking.



## ALBERT JIRON

**Deputy division leader  
Los Alamos National Laboratory  
Los Alamos**

**Who or what inspires you as a leader and why?** My affection for the state of New Mexico inspires me to play a leadership role. I was born and raised in northern New Mexico and I want the best for this state and its people.

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** I consider New Mexico's people and geographic beauty to be its greatest strengths. We can build on these by keeping our youth and future leaders in the state, and also by promoting tourism.

**What steps do we need to take to improve the future of our state?** We need to engage, educate, and leverage leaders in all areas and professions to work toward common goals, much like Leadership New Mexico does.



## JUSTINE JOHANNES

**Director of asset security  
Sandia National Laboratories  
Albuquerque**

**How do you define "leadership"?** Inspiring and supporting others to achieve challenging goals and outcomes. This is best accomplished when leading with determination, humility and empathy. People working together with a common purpose can do amazing things, and a leader can create the environment for the team to succeed.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** I

believe the high crime rate is New Mexico's biggest challenge, as it threatens the wellbeing of its people and its future. Creating a safe community for our children and families to thrive is necessary to attract new business and talent to the state.

**What do you consider to be the top accomplishment in the past 5 years in our state? Why?** The state has made progress in the last five years by controlling spending while also helping to incentivize business to come to New Mexico. There is more to do in this area, but I believe we are moving in the right direction.



## STEVE LAMBERT

**Vice president & general manager  
Zia Park Casino, Hotel & Racetrack  
Hobbs**

**Who or what inspires you as a leader and why?** I am inspired by mentoring, working with and watching team members grow. I love getting people interested in their own development and helping them to blossom into something beyond what they thought possible.



**How do you see yourself applying your Leadership New Mexico experience?** I see myself getting more involved in public policy than I have in my past. What I have learned thus far and expect to learn in future sessions is totally transferrable to my business life, home life and personal wellbeing.

**What steps do we need to improve the future of our state?** The state has to tackle the poverty and educational issues. New Mexico has all the natural resources needed to create additional tax dollars which could be used to reverse the current trend(s), provided bureaucracy is put aside.

## WAYNE MANGUM

**Owner  
Silver Oak Mortgage  
Farmington**

**As a leader, who are you inspired by?** My dad was a business leader. Throughout his career, I watched him create a loyal following of people time and time again. His confidence in his vision seemed addicting to those around him. I'm still inspired by him.



**What do you consider to be the top issue or concern facing New Mexico today? Why?** New Mexico is a great state to live in, but we need solid careers to draw new residents. For this reason, economic development is paramount to our stability and future growth.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** That's an easy one: I'm surrounded by extremely bright, high achievers. I truly enjoy my peers in this program. The collective talent in Leadership New Mexico is unmatched, and we are lucky to have them as New Mexico residents.

## THOMAS LANTIERI

**Market president / business relationship  
manager  
U.S. Bank  
Santa Fe**

**How do you define "leadership"?** For me, good leadership includes qualities such as being results-oriented, having vision, delegating well, being good at dealing with conflict, being trusted, making good decisions and being a great communicator.



**What do you consider to be the top issue or concern facing New Mexico today? For New Mexico, child welfare and education are at the top of my list. I feel if these two links in the chain are strong, people in general will have a much greater chance of living a happy and productive life.**

**What do you consider to be the top accomplishment in the past 5 years in our state? Why?** The passage of Senate Bill 53 in 2017, which is helping to connect New Mexicans in every corner of the state to high speed internet. Our state has a large digital divide, which has left our rural and tribal communities out of web-based opportunities.

## MIKE MARTINEZ

**President, Quality Builders  
Peralta**

**Who or what inspires you as a leader and why?** My father inspired me as a leader. He served 30 years in the United States Marine Corps. I saw him as an extension of myself. He was a strong leader and made sure I learned a strong work ethic. He taught me to always treat others with respect, the way you want to be treated.



**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** Our state's strengths revolve around technology, which is constantly changing. This can be built upon with better job training and incentives to encourage both large and small businesses to hire in-state talent. It is imperative to conduct improved training that will educate people to become proficient in their profession and allow room for advancement.

**What steps do we need to improve the future of our state?** We need to invest sufficient funds in education for our children, promote affordable college and trade schools and offer programs that keep graduates in-state after college. By identifying the major issues, we can recruit strong companies to relocate their business to New Mexico for economic growth.

## PAUL MADRID

**Principal  
REDW Wealth  
Albuquerque**

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** Our beautiful landscape and weather. We have a taste of each season and a variety of terrains throughout the state. We can use this as a recruiting tool for new businesses and people to join our state.



**What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?** I believe our biggest weakness is in early childhood development. We can overcome this challenge by optimizing our existing resources and increasing awareness/funding to this area. Getting children what they need in development will go far in leading to better circumstances and opportunities.

**How do you see yourself applying your LNM experiences and education in the future?** With a greater awareness of the state's strengths and weaknesses, I can spread the word and make my decisions with a broader perspective.

## JAMES MCBURNEY

**President  
Silent Falcon UAS Technologies  
Albuquerque**

**How do you define "leadership"?** The character, conviction and clarity of thought to help those around you achieve common goals.

**Describe in one sentence your vision for New Mexico.** A strong, diversified economy that can provide education, jobs and accessible health care to all citizens of New Mexico.



**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** Meeting an exceptional group of New Mexicans who are committed to making a contribution to the state and to their communities.

## THOMAS MCCANN

**Vice president for operations  
Heritage Hotels & Resorts  
Santa Fe**

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** Great culture, great weather, great outdoors and incredible landmarks are what I consider New Mexico's assets. The culture in this state is deeply rooted and predates the founding of this nation. It is a story that should be better told.



**What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?** I feel the biggest challenge facing New Mexico is the lack of good, exciting jobs. Our biggest export is our people. New Mexico needs to create an environment in which our youth are excited about staying and working here.

**Describe your vision for New Mexico in one sentence.** New Mexico is the state of choice to settle in and raise your family because it has everything one can want: a safe environment, great education and some of the best outdoor experiences to be had.

## SHERRIE NYMEYER

**Director of engineering  
Department of Defense  
Cannon Air Force Base**

**How do you define "leadership"?** Leadership is the ability to inspire and guide those who follow you toward a common goal. Being effective at leadership is a goal in and of itself.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** There are far too many young people without the extracurricular support structure they need to succeed in school. Successful learning habits are not always intuitive, and these students need help developing them.



**What do you consider to be the top accomplishment in the past 5 years in our state? Why?** I believe the state's clear and deliberate steps toward tackling homelessness is a success story. The remarkable campaign to end veteran homelessness has resulted in less than 100 veterans left to serve.

## SCOTT MOHRHAUSER

**Vice president, mortgage lending  
Pioneer Bank  
Roswell**

**How do you define "leadership"?** The ability to inspire and motivate others with effective communication. Good leaders possess skills that make others want to follow them.

**What do you consider to be the top issue or concern facing New Mexico today?** There are a few, but I consider the top issue to be education. Consistently ranking 50th in the country in education is of major concern. The high dropout rate speaks volumes.

**What do you consider to be the state's top accomplishment in the past 5 years in our state? Why?** Economic development. Providing incentives for business development and creating jobs through tourism, film and the Spaceport.



## GEORGIE ORTIZ

**Managing principal  
CliftonLarsonAllen, LLC  
Albuquerque**

**Who or what inspires you as a leader and why?** I'm inspired by those who unselfishly give their time and resources for the betterment of others without the need for recognition.

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** New Mexico is a beautiful state with natural and cultural resources. We can promote these assets to industries looking for better quality-of-life for their employees.

**How do you see yourself applying your LNM experiences and education in the future?** Interacting with others with similar leadership goals and experiences allows for networking opportunities to promote our state and keep talent from leaving.



## FRANCIE MONTEITH

**Senior vice president, regional community relations manager  
Bank of Albuquerque  
Albuquerque**

**Who or what inspires you as a leader and why?** Working with individuals and seeing their talents and abilities grow and blossom is truly inspiring to me.

**Describe your vision for New Mexico in one sentence.** New Mexico will be the place where families are safe and thrive, and where businesses grow and prosper.

**What would it take to realize that vision and how can you contribute?** To be part of a group of committed, non-partisan leaders working together to address these critical issues.



## JENNY PARKS

**Chief executive officer  
Los Alamos National Laboratory Foundation  
Española**

**As a leader, who are you inspired by?** I am inspired by different leaders in all different places: from a great superintendent to our current senators to dedicated non-profit leaders. I look for servant leaders; those who lead with passion, humility, courage and integrity.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** Apathy around public education. Nelson Mandela said, "Education is the greatest weapon which you can use to change the world." Education touches every aspect of our state, from the economy, to the work force to the environment. We should demand more for all of our students and not accept that this is just how things have always been.

**Describe in one sentence your vision for New Mexico.** I would like to see New Mexico rank No. 1 in the nation in medical and scientific research, outdoor recreation, clean and alternative energy, and public education, demonstrating the strength of a multicultural, multiracial, and multilingual state.



## LAWRENCE PETERSON

**Executive vice president  
Bradbury Stamm Construction Inc.  
Albuquerque**

**Who or what inspires you as a leader and why?** I am most inspired by children, specifically when spending time with my son. On a daily basis, life's most important lessons and leadership skills such as perspective, patience, listening, and support are magnified.

**Describe your vision for New Mexico in one sentence.** New Mexico, the best place to be a kid!

**What would it take to realize that vision and how can you contribute?** Setting this type of goal or vision is likely the easiest part; having the combined public and private leadership to remain focused on this outcome is where magic is needed. In order to get anywhere near this goal, it would take all New Mexicans doing a part in their communities to turn the corner and develop a sense of pride in this goal.



## RENAY SCOTT

**Vice president for student success  
New Mexico State University  
Las Cruces**

**As a leader, who are you inspired by?** I am inspired by leaders who have exhibited strength, courage and persistence in advancing causes that make the world, their organizations and their communities better places.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** I believe New Mexico needs a workforce that is highly skilled and prepared to be successful in the economy of the future. To that end, I believe the state needs the infrastructure, including high speed broadband, to allow New Mexicans to be innovative, place-based entrepreneurs who can engage in telemedicine, big data and content creation.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** The experiential learning that occurred during the ropes course taught me a great deal about support, motivation, collaboration, and facing fears and challenges.



## BECKY TEAGUE

**Vice president, customer service operations  
PNM  
Albuquerque**

**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** Our diversity, environment and technology-based labs are wonderful strengths that lay a foundation for job creation and enhanced educational focus areas.

**How do you see yourself applying your LNM experiences and education in the future?** The network of influential people that I have met and that are a part of this organization is the most powerful catalyst for change in New Mexico. I have broadened both my network and my exposure to different challenges.

**What steps do we need to take to improve the future of our state?** We should consistently look at our challenges and collectively collaborate to avoid wasting our limited resources by not making measurable impacts.



## KENNETH TRUJILLO

**Owner  
RAKS Building Supply  
Los Lunas**

**As a leader, who are you inspired by?** I'm inspired by people that run successful companies yet put their families first.

**What do you consider to be the top issue or concern facing New Mexico today? Why?** I feel our biggest concern should be our children's education. The children of New Mexico are the future. New Mexico falls short in education in many ways, and teachers should be paid higher wages.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** I have enjoyed learning about different parts of New Mexico. The opportunity to experience different communities that I had not been to and learning about their cultures, communities and traditions has been a highlight.



## CECILIA UEDEL

**Senior vice president, chief revenue officer  
Albuquerque Publishing Co.  
Albuquerque**

**Describe your vision for New Mexico in one sentence.** A prosperous economy, accessible healthcare and unmatched educational opportunity for every New Mexican.

**What would it take to realize that vision and how can you contribute?** We need to put our differences aside and work toward a shared goal — the betterment of New Mexico. We can all contribute by making our voices heard and electing public officials who serve their communities with integrity.

**What steps do we need to take to improve the future of our state?** With fresh leadership and over \$1 billion in new, nonrecurring money for our state, we should focus this momentum on key issues like education, healthcare and economic development. Working collaboratively and in good faith, we can improve the lives of all New Mexicans.



## KIMBERLY WARREN

**Partner  
Carr Riggs & Ingram CPAs & Advisors  
Roswell**

**How do you define "leadership"?** Leadership leaves a legacy. A great leader inspires, encourages and empowers those around him/her toward a common goal. The leader leads by example, is not afraid of conflict or failure and always does what he/she believes is right. When the leader is gone, the vision remains.

**What do you consider to be the top accomplishment in the past 5 years in our state? Why?** Our leadership and representatives have done a good job bringing new businesses into New Mexico. For example, the Facebook Data Center and recent announcements of the Netflix production studio and Stampede Meat will increase jobs and promote economic growth and development in our state.

**What has inspired you or been the highlight of your Leadership New Mexico experience so far?** I am inspired by the speakers, classmates and former program participants. The speakers are passionate and provide great information. The individuals in the program are dedicated and want to make a difference in our state.



## MICHAEL WRIGHT

**Architecture Operations Manager  
Wilson & Company Inc., Engineers & Architects  
Albuquerque**

**Who or what inspires you as a leader and why?** I'm inspired by the people I meet and work with every day. Everyone has their own path to achieve what's important in their life, and hearing their stories brings perspective.



**What do you consider to be New Mexico's strengths and how can our state build upon these assets?** Our rich cultural

history and expansive scenic landscape offer an experience unique to New Mexico. Continued positive outreach for tourism and embracing corporate interests within our state is critical to future growth.

**What do you consider to be the weaknesses facing New Mexico and how can we overcome these challenges?** The image of our state often includes the negative aspect that crime rates have increased in recent years. It's important for us to focus on the positive activities and programs that are being put in place to address challenges.

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because we believe in your ability to identify leaders and bring rising stars together to build a stronger state.

Thank you Leadership New Mexico for committing to inspire and educate future leaders of New Mexico.



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