

## PROPOSAL FOR THE 2019-2020 LEADERSHIP

CITY OF ALBUQUERQUE PUBLIC UTILITIES DEPARTMENT (PUD)  
 BOARD OF DIRECTORS (BOD)

1. **PROPOSAL FOR THE 2019-2020 LEADERSHIP** is based on the Critical Leadership Factors (CLF) Recommendations of the CLF report prepared by the HR Center using Management Qualifications (MQA).

- a. The Management Factors goal is to ensure strong leadership in leader development concepts, talent incentive programs, and help them grow in their position. The following Critical Leadership Factors are:
 

<ul style="list-style-type: none"> <li>1. The Talent Pipeline Model</li> <li>2. Career Entry Talent</li> <li>3. Promotion Pathway</li> <li>4. Flexibility and Mobility</li> <li>5. Internal Advancement</li> </ul>	<ul style="list-style-type: none"> <li>6. Total Compensation</li> <li>7. Career Advice</li> <li>8. Career Development</li> <li>9. Work Management</li> </ul>
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- b. The training program needs improvement in the areas of training and the proposed HR program for the Leadership Factor is an employee program.
- c. The Management Factor goal is to ensure strong leadership training (CLF) goals.
- d. Talent and leadership concepts are the Foundation Factor for the development of the talent program. The Foundation Factor is available and fully integrated in the development goal.
- e. The HR Management Qualifications for each talent development goal are:
  - 1. The talent factor should support CLF objectives for the talent and talent development goal.
  - 2. The talent factor should support the talent and talent development goal.
  - 3. The talent factor should support the talent and talent development goal.
  - 4. The talent factor should support the talent and talent development goal.

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