



All About Discovery!™
**College of Agricultural, Consumer
 and Environmental Sciences**
 Agricultural and Extension Education



**Seminar 9
 Class 11**



**Seminar 1
 Class 12**



Contact Information:
 nmal@nmsu.edu
 575 646 6691

**Graduation of Class 11 and
 Welcome of Class 12**



Graduating Class

Newt McCarty, NMSU Extension Agent at the Valencia County Cooperative Extension Service Office

Ryan Garcia, Corn Crop Manager for Navajo Ag Products Industry

Lacy Levine, Program Manager of the Agricultural Programs and Resources Division for the NM Department of Agriculture

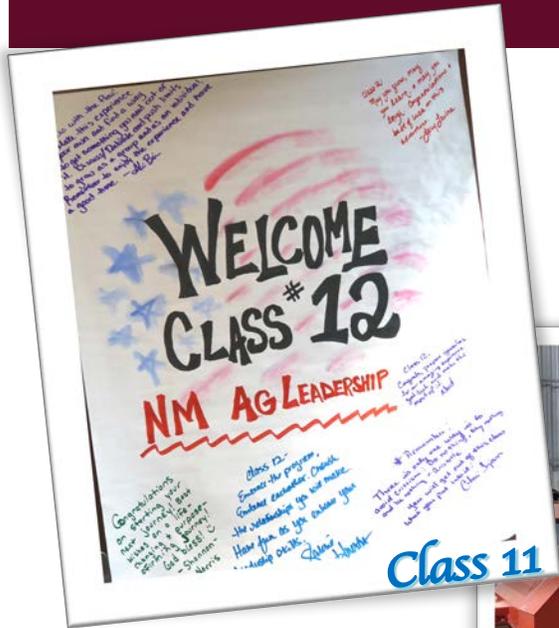
Alicia Briggs, Deputy Director of New Mexico Cattle Growers Association

Cheri Lujan, District Manager of East Torrance Soil and Water Conservation District

Valerie Huerta, Regional Director of NM Farm and Livestock Bureau

Shannon Norris, NMSU ACES Recruiting and Retention Coordinator

Incoming Class



Back

Eric Nez, Bean Crop Manager, Navajo Agricultural Products Industry

Jeff Mayberry, Farmer, Mayberry Farms

Sam Hagelstein, Commercial Loan Officer, First American Bank

Shannon Berry, Senior Relations Manager, Ag New Mexico Farm Credit

Beverly Idsinga, Executive Director, Dairy Producers of New Mexico

Jeff Anderson, Dona Ana County Agronomy and Horticultural Cooperative Extension Agent

Front

Denise Hayes, Accountant, Navajo Agricultural Products Industry

Katie Kruthaupt, Soil and Water Conservation District Specialist, New Mexico Department of Agriculture

Seminar I



1. Getting acquainted with people in the Class.
2. Begin the journey of getting to know oneself better “as leadership is first an inner quest to discover who [we] are” Kouzes & Posner (2002)*.
3. Identify our own personality style and preferred behaviors, as well as those of others in order to figure out how we can better relate to them.
4. Review some leadership definitions and theories in order to identify key elements and leadership preferences.
5. Assess and discuss our individual top strengths as a way to improve our confidence and begin thinking about how we can capitalize on them.
6. Set specific and measurable goals within our circle of influence.
7. Learn about some agricultural practices and efforts in and around Deming, NM.

*Kouzes, James M., & Posner, Barry Z (2002). The Leadership Challenge (3rd ed.) New York: Wiley.



Learning Leadership Styles and Strengths By Beverly Idsinga

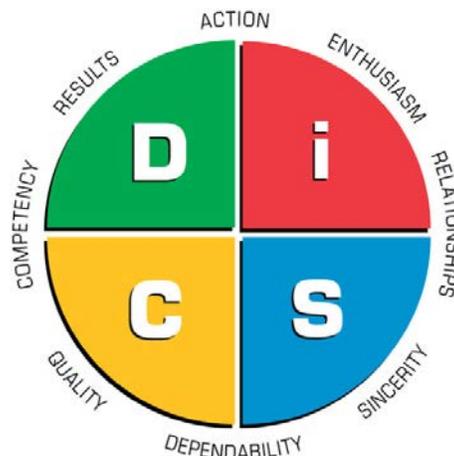
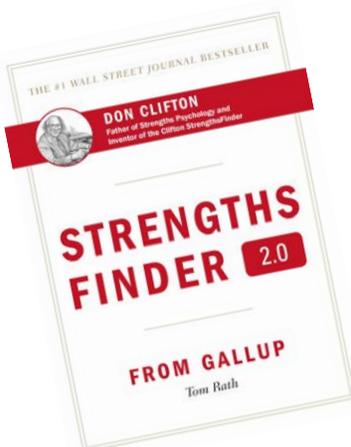
New Mexico Agricultural Leadership's Class 12 had its first seminar in Deming last month. One of the very first things we did was to get to know each other's names, occupations, relationship to agriculture, and personal interesting facts. It was a quick and easy way to remember everybody in our eight-person class.

While getting to know each other during our three-day seminar, we also learned about different leadership styles, what it means to be a leader, and how we perceive ourselves as leaders in our respective industries and in our personal lives.

As an individual who has been through several leadership programs, I have taken many personality assessments. Normally, I check to see what I rank highest in, then immediately search to what I'm worst at. The Strengths Finder 2.0 Assessment our class did would not let you search out your faults or weaknesses. Instead, the assessment focused on your strengths and how to capitalize on them. Once I wrapped my head around that fact, I realized every relationship, both professional and personal, could benefit from learning about both your own strengths and those around you.

The next assessment we took was the DiSC Model, which stands for Dominance, Influence, Conscientiousness, and Steadiness. This assessment was, to be honest, a lot more blunt about strengths and weaknesses. I, for example, was an achiever (a driver who is pushed to do more), a competitor (someone who wins and immediately moves on to the next challenge), a maximizer (someone who strives for excellence), a focuser (an efficient person that moves towards the destination), and a relator (one who turns strangers into friends) in the Strengths Assessment. In the DiSC Assessment, I was egocentric, direct, daring, domineering, demanding, forceful, and a risk-taker in my most dominant trait...I'll let you guess which one that is.

While I feigned hurt feelings after reading these descriptions aloud, they were right along the lines of how my closest colleague and yes, even my husband, describes me. The thing is, they knew these things about me and didn't view them to be negatives. It actually opened up the dialogue about my personality and how I lead, along with their own styles. I would highly recommend taking both of these assessments for everybody in an organization or business, as well as at home. These assessments will help better understand the people you are dealing with in your day-to-day life, learn how to treat each other, and use each other's strengths to accomplish whatever goal you are seeking to meet.



Goals and Strengths on the Wheel of Life By Katie Kruthaupt



During the first seminar different aspects of leadership were discussed and explored. Many questions were asked to help participants get to know themselves better. What is leadership? How do you lead? What kind of leader are you? What's your style? What are your strengths? We answered these questions on a quest for self-discovery. This quest started with three assessments: DiSC, StrengthsFinder 2.0, and goal setting.

The assessments are valuable tools that help participants embrace their strengths, while evaluating how their strengths could potentially be perceived as weaknesses if not properly used with different leadership styles. StrengthsFinder 2.0 revealed each participant's top five strengths. The DiSC profile explained how participants can be more effective leaders with others who are like and unlike them. A series of activities gave participants the opportunity to identify the traits necessary in a leader and understand different leadership styles.

Goal setting was explored through "the wheel of life" and the "spokes" on the wheel. The seven spokes were: career, family, financial, mental, personal, physical, and spiritual. The spokes helped participants identify what areas they need to focus on so that they can achieve a balance in all areas of their life. It is vital that every leader explore their "wheel of life" on a semi-regular basis so that they can always be at their best, personally and professionally.

Each participant in Class 12 learned about their own unique combination of strengths as leaders during the first seminar. It helped participants to better understand and define their strengths and what leadership entails. Participants were provided with necessary "tools" to sharpen their leadership strengths. This seminar taught Class 12 that leaders must align their "wheel of life" so that their strengths can better balance the different spokes on the wheel. When a leader's wheel of life is in alignment, they are at their best. Has your wheel of life had an alignment lately?

- ✓ **Career**
- ✓ **Family**
- ✓ **Financial**
- ✓ **Mental**
- ✓ **Personal**
- ✓ **Physical**
- ✓ **Spiritual**

What Makes You Tick? By Sam Hagelstein

We had the honor of having Dr. Bernadette Montoya, VP of Student Affairs at NMSU, come speak to us during our first seminar in Deming. Dr. Montoya asked us to complete two assessments prior to the seminar. From these two assessments, she was able to help us better understand ourselves, which is the innate being within us that determines how we act in different environments, particularly our jobs.

The StrengthsFinder 2.0 was a simple questionnaire that determines what your innate, dominant strengths are from a bank of 32 various qualities. The results are provided to you in the form of your 'top 5 strengths'. Building on StrengthsFinder 2.0, Dr. Montoya used the DiSC assessment to show us how those strengths demonstrate our behavior in the workplace. The fact of the matter is that no person is less equipped than the next; they just perform better in a different environment (i.e. group versus individual) with different job nature (i.e. sales versus administrative).

Each person has the ability to lead, no matter who they are. While some leaders might better utilize their strengths working with others, other leaders can better utilize their strengths individually. It simply depends on who *we are*. At this point, we are able to walk away knowing that we are not 'just like' our bosses or peers. Instead, each of us 'tick' a little differently. Now it is our job to use those strengths to better harvest our potential.



Class 12 with Dr. Bernadette Montoya

Group Wordle



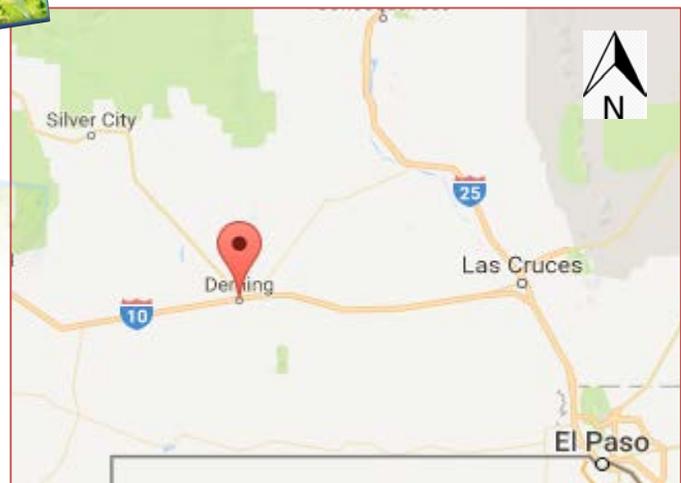
World Class Innovation in Small Town, USA

By Jeff Mayberry

Class 12 experienced its first seminar of the NM Ag Leadership program in May. This seminar took place in Deming, New Mexico and helped the new participants get a taste of the program they have joined. Class 12 attended the graduation of Class 11, discussed leadership principles, toured the chile processing plant Mizkan America, and visited some local farms.

Deming might not be known as a tourist town, but there is far more going on in this southwestern community than many would expect. Mizkan America, formerly Border Foods, is the world's largest processor of fresh green chile. In addition, they are in the top ten of the world's largest jalapeno processors. If you buy cans of green chile or jalapenos in the store, you are probably buying their products. Despite the international scale of their operation, Mizkan America is dedicated to its employees and the local community. According to our guide, one of the biggest examples of community involvement at Mizkan is their commitment to the local fair. Every year the company spends thousands of dollars to buy show animals at the livestock auction.

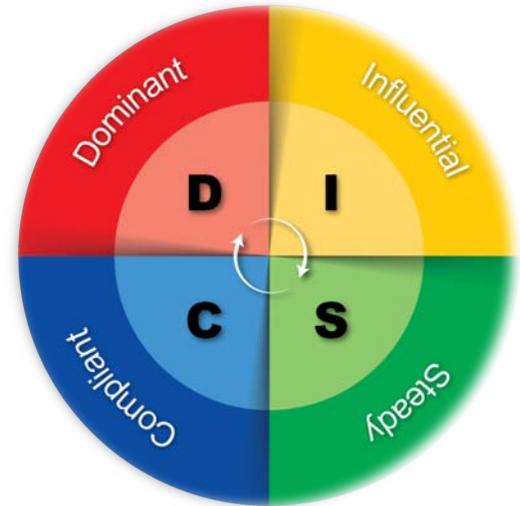
Innovation and technology didn't end at the processing facility, they were visible in the field as well. The farms we visited used subsurface drip irrigation in orchards and row crops, unmanned drones to check crop health by NDVI (Normalized Difference Vegetation Index), and cover crops and manure composting to increase productivity. For a town that most people just drive through, there is a lot going on in Deming, NM.



Awakening Our Leadership Traits By Denise Hayes

Leadership is an ongoing process. Providing direction, implementing plans, and motivating people are some of the key practices of what it takes to be not just a good leader, but a great leader. I want to be a great leader. In order to pursue this leadership journey, we need to accept challenges, support peers, respect one another, and all move toward a common goal; these essential behavioral traits are what leader should possess.

We had the pleasure of listening to Dr. Bernadette Montoya present on two assessments, The DiSC and Strengths Finder. The DiSC focuses on four different behavioral traits: Dominance, Influence, Steadiness, and Conscientiousness. This tool helped us understand why we act a certain way and why we make the decisions we make, which also helps us learn about ourselves and others. The presentation also taught us to become more aware of our behavior to influence others based on life experiences, education, and work experience.



The Strengths Finder assessment helped identify our five top strengths. Often times, our fellow colleagues and leaders, focus on what we are doing wrong. “If we focus on being in the “strengths zone,” we are more likely to engage in our jobs, have a better attitude, build confidence, and just show a general interest toward others. We need to know and develop our strengths to figure out where we fit in” (Rath, 11-13). Initially, I did not know my strengths. I had an idea of what I thought were my strengths, but after the assessment, I have taken the initiative to use the knowledge acquired to my fullest potential.

The NMAL program will help Class 12 use the knowledge and understanding of the DiSC and Strengths Finder. The program will also allow us to learn about ourselves and to become the best leaders for ourselves, our families, our communities, and our industries. First, we need to understand ourselves and then the next step is to understand how to work with others in our department, company, family, etc.

How do we inspire? As Class 12 embarks on the answer to this question, we will all help one another along the way to understand, learn, create, and build new relationships together.

building
relationships

Looking into their Eyes By Jeff Anderson

Seminar 1 began with looking into the eyes of my fellow classmates and wondering what will our friendships become over the next 15 months. It is said that, “the eyes are the windows of our soul.” How many of them will become my friends and touch my heart? How many hearts will I touch? We all share a love for agriculture in one form or another; after all, this is what brought us together and the New Mexico Agricultural Leadership program made it possible. What special things can I learn from my classmates? Do I dare to be open? Am I willing to trust? These are the chances we take in order to grow as a person and evolve into the leaders we hope to be. If we are called to lead, we must constantly strive to open new doors of learning and to seek the knowledge that will help us guide others to their victories.

What do the seven people in Class 12 hold for me to learn? What adventures lie ahead? Each one of us is unique, each one has a story to tell. For the next 15 months I will try to walk in my classmates’ shoes, carry their burdens, laugh with them, share their fears, rejoice in their triumphs and love them with my heart and soul. A part of becoming a leader is to open oneself up to new ideas and the thoughts of others. I anticipate that I have a lot to learn from these new friends. They will hold a mirror up to me so that I can see who I am. If I am willing, I will not be afraid to look into the mirror, because the people holding that mirror up will be my friends.

Therefore, in order for me to grow as a leader, I need to trust my seven classmates to show me the light when I venture into the dark, to trust that their lights are true and to guide me along the correct path of learning. By getting to know my fellow students, I hope to take away the best they have to offer in leadership, advise and experiences and incorporate these into my life and work.

So, in these first days, I have learned that I have seven other amazing people in my class who work in agriculture and we are all on the same level of understanding. Getting to know each one of my fellow classmates will be the most impactful moments for my life. New journeys can also begin with the people we meet each day, we don’t know what impact these other encounters could bring into our lives until our paths cross. Those encounters may last for a day, or they may last for a lifetime, but however long those journeys are, we will learn from them, but, whether we allow those impacts to influence our lives, it is up to us.



Moving Forward By Eric J. Nez

Growing up on a Ranch has taught me a lot about respecting the “little man,” and upon completing Seminar 1 in Deming NM, my respect for my career and the constant struggles in the agricultural industry has grown. Witnessing how some of the farmers in Luna County manage their operations has given me a sense of pride, knowing that there are other farmers that encounter similar issues as I do with my operation. Our field visits to the farmers has educated me on the importance of managing cost. One farmer stated “farming is one of the most stressful careers because it seems like everything is against you; even mother nature, but the one thing farmers do have control of is, cost.” Hearing those words from another farmer, other than my supervisor, makes me feel reassured and comfortable. I can relate to those words because my supervisor constantly reminds me that our costs will affect our bottom line and that we need to be efficient. With proper time management and communication, I am certain that any task can be accomplished.

The market price for commodities is also a major concern and factor in a farmer’s annual income. The unpredictability of Mother Nature continues to be a mystery to most farmers and the outcomes have caused permanent damage. Wheat prices per bushel have increased for some farmers in the south but northern farmers are experiencing a loss in field production from early frost or hail damage. The continuous battle for higher yield goals is ongoing, but the advancements in technology and field monitoring have resulted in increased production which has helped to meet consumer demands. As I continue to plan and strategize for my upcoming harvest, I feel confident in my management ability to control my expense cost to achieve a successful profit.



Class 11 and 12 speaking with Cheryl and Don Hartman



Together We Can Do Great Things By Shannon Berry

*“You can do what I cannot do. I can do what you cannot do.
Together we can do great things”*

— Mother Teresa

Society has become obsessed with focusing on one’s shortcomings, and so have I for many years. How can I fix what is broken or less developed, so that I might be more successful in the future? As a part of our first seminar with NMAL’s 12th Class, I feel as though I have reprogrammed my way of thinking about success, effective leadership, and how to achieve it.

One of the single most important aspects of being a leader is understanding one’s self. We must identify who we are and what we naturally excel at in order to make a difference. According to Dr. Bernadette Montoya, who led our Strength Finders and Behavioral Profile sessions, we have several times more potential for growth, happiness, and success when we invest our energy into developing our strengths as opposed to correcting our deficiencies. As it turns out “most people think they know what they are good at. They are usually wrong... And yet, a person can perform only from strength” says business guru Peter Drucker. In an effort to identify our strengths we took a lengthy Gallup assessment which allowed us no more than 20 seconds to answer each question, therefore we were forced to answer on instinct as opposed to thinking too much about the questions. The results of the test disclosed our top 5 strengths out of 34 strength themes.

Dr. Montoya elaborated on our individual strengths and encouraged us to continue to learn more about them. We shared our results with others in our class as we did with a behavioral profile analysis. This sharing encouraged us to learn more about our own strengths and how they compare to the strengths of others. The same went for our behavioral profiles which helped us understand how and why we are the way we are, how we work, and how we communicate. We learned much of the same about our classmates.

While we discovered there are many reasons for needing leadership and many ways one can be a good and effective leader; two common themes prevailed. First, there is always an end goal, and second it takes many people to make that goal a reality. With that said, a strong leader must not only understand oneself and the ultimate goal, but need to learn to capitalize the strengths of others, in an effort to achieve the ultimate goal. Simply put, *“leaders become great, not because of their power, but because of their ability to empower others”* – John Maxwell.



Class II Collage



Some notes from the last 18 months that will come handy for the next 70+ years...

- Leadership is not a role, it is personal.
- Mastery of the art of leadership, comes from mastery of self.
- Daily practice and reflection will help you be a great leader.
- Never forget your values because they guide your decisions and reflect who you are.
- Change is imminent and necessary so keep your sneakers ready!
- Capitalize on your, and other people's, strengths.
- Keep learning and advocating for what you believe is important - NM, agriculture, food, and natural resources.



Keep in touch!



All About Discovery!TM
**College of Agricultural, Consumer
and Environmental Sciences**
Agricultural and Extension Education

