



2025 LEADERSHIP SYMPOSIUM

Hilton Santa Fe Historic Plaza
100 Sandoval St, Santa Fe, NM 87501
Phone: (505) 988-2811

The 2025 Symposium is once again a valuable opportunity for long term care leaders. When good leadership is in place, it can be felt throughout the entire organization. With good leadership, culture isn't forced, it is developed; communication is daily and open, and everyone understands the vision and goals of the organization. Employees feel that they are an important part of the whole and that every job matters, and everyone has input into how things can be improved. The result of good leadership is high morale, good employee retention, and sustainable long-term success.

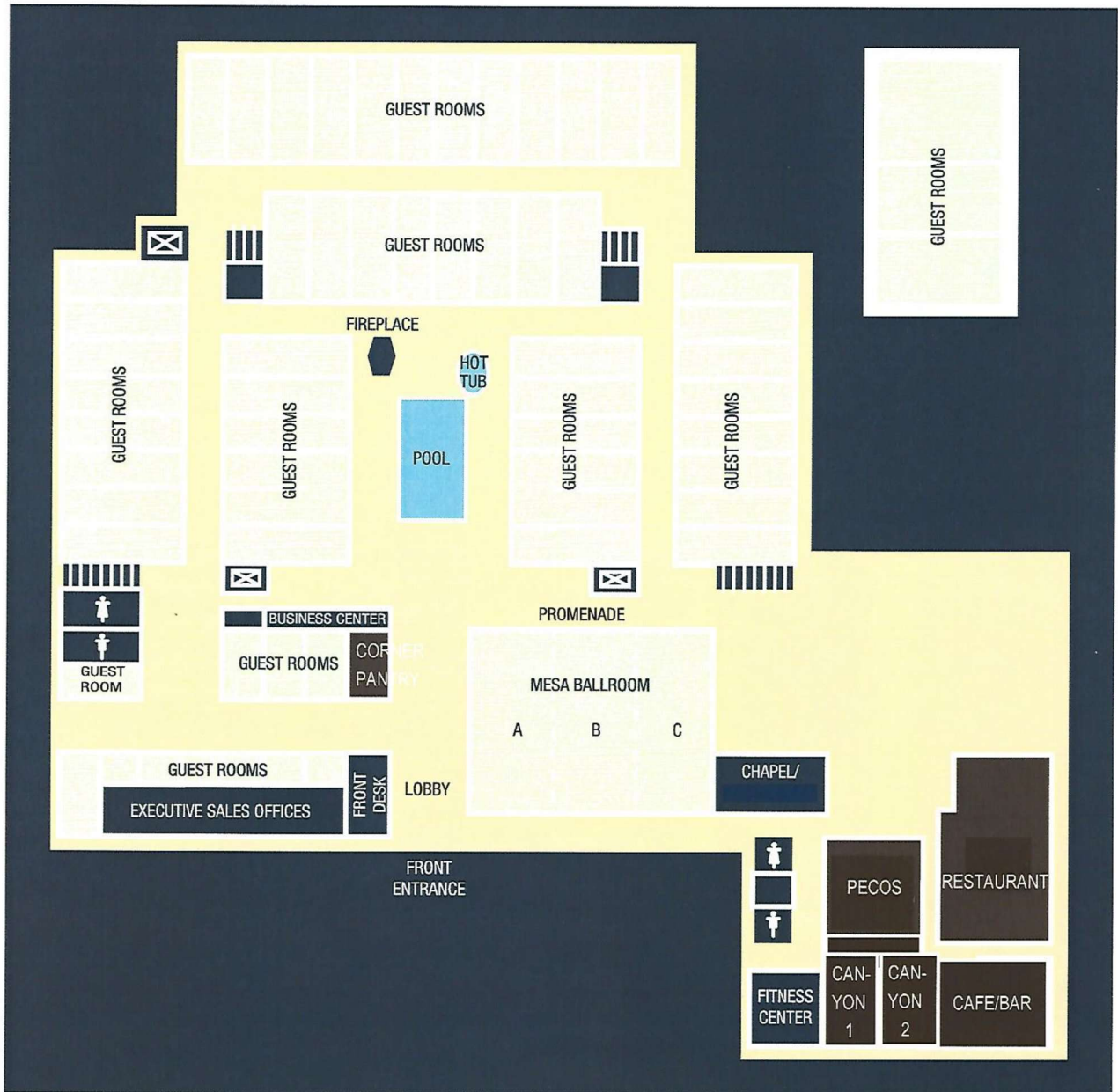
NMHCA/NMCAL has secured a room rate of \$159 plus \$10/night for parking. Reservations may be made online at <https://group.hilton.com/rfhbco>, or you may call in to central reservations, 1.800.445.8667, to reserve their room, please reference NMHCA 2025.

Tuesday, February 18, 2025

8:30–10:00am	Government Affairs Meeting	Chapel
10:00–11:30am	Board of Directors Meeting	Chapel
11:00am	Registration Desk Opens	Promenade
12:00–1:30pm	Lunch—Membership Meeting	Canyon
1:30–3:00pm	DHI - Nursing Facility Update	Mesa A and B
	Assisted Living Session with Bonnie Zeiler	Mesa C
3:00–3:30pm	Break	Promenade
3:30–5:00pm	Nurse Aide Apprenticeships	Mesa A and B
	DHI Assisted Living Update	Mesa C
5:30–7:30pm	Assisted Living Task Force Dinner	Chapel

Wednesday, February 19, 2025

7:30–8:00am	Coffee and Danish	Promenade
8:30–10:00am	NHL to CEO – Distinguishing Yourself with the Mindset of a Leader	Round House
10:00–10:15am	Break	Promenade
10:15am–11:45am	Building Culture and Teamwork in a New Era of Engagement	Mesa Ballroom
11:45 am–1:30pm	Luncheon—Legislative Update	Canyon
1:30–3:00pm	The Future of Work: AI, Teamwork, and Leadership	Mesa Ballroom
3:00–3:15pm	Refreshment Break	Promenade
3:15–4:45pm	The Next Generation of New Mexico’s Workforce	Mesa Ballroom



Hilton

SANTA FE / HISTORIC PLAZA

Tuesday, February 18, 2025

Meetings

Government Affairs Committee

Time: 8:30 am to 10:00 am

Location: Chapel Room

Board

Time: 10:00 am to 11:30 am

Location: Chapel Room

Member Lunch Meeting

This is open to one representative from each member facility. Please RSVP through the Leadership Registration platform. Additional staff may attend on a space available basis for an additional charge of \$45.

Time: 11:30

Location: Canyon Ballroom

Breakout Sessions

Tuesday, February 18, 2025, 1:30 to 3:00 pm

Division of Health Improvement: Nursing Facility Update

Location: Mesa A and B

Summary

Join providers and surveyors to discuss immediate jeopardy and G+ level citations. This unique prospective will allow each side to discuss what goes on and how to avoid getting these citations.

Assisted Living: Tools for Success

Location: Mesa C

Summary

Join Bonnie Zeiler to discuss the latest assisted living trends.

Tuesday, February 18, 2025, 3:30 to 5:00 pm

Division of Health Improvement Assisted Living Update

Location: Mesa C

Summary

Join providers and surveyors to discuss immediate jeopardy and G+ level citations. This unique prospective will allow each side to discuss what goes on and how to avoid getting these citations.

Nurse Aide Apprenticeships

Location: Mesa A and B

Summary

Join Jill Mathews to discuss how nurse aide apprenticeships support employee retention; how you can get started, how to obtain funding, and how they impact quality of care.

Meetings

Assisted Living Task Force Meeting and Dinner

Time: 5:30 pm to 7:30 pm

Location: Chapel Room

*Please RSVP with Tracy Alter

Wednesday, February 19, 2025, 8:30 to 10:00 am

General Session

NHL to CEO – Distinguishing Yourself with the Mindset of a Leader

Location: Mesa Ball Room

Summary

Leaders aren't born, they're made. And anyone can lead – you just have to know the ingredients of great leadership. When you learn what the best leaders do and then act consistently, you will find it easy to lead. In this highly entertaining and interactive presentation, Barry breaks down the elements of leadership and what you must do to grow as a leader. Barry has solved the leadership puzzle and is eager to share. Individuals will be inspired to lead from every level of

their organization. The key to leadership is taking initiative to get the job done Participants will walk away as highly motivated leaders. They will discover and build on their past leadership experiences and learn how to quickly bring people together, the key for great teamwork. They will take responsibility for their role in helping others accomplish their organization’s mission. And finally, they will learn the leader’s mindset and fully understand the changes they must make to be a great leader themselves. As a CEO for 29 years, and a former Referee for the NHL, Barry is certain that everyone can lead wherever they are, if they know what to do – and what to avoid. Barry has seen people struggle to understand key leadership characteristics and is eager to share the practical secrets of great leaders and their stories.

Wednesday, February 19, 2025, 10:15 am – 11:45 am

General Session

Building Culture and Teamwork in a New Era of Engagement

Location: Mesa Ball Room

Command-and-control, authoritarian styles of leadership are no longer effective to create great culture and teamwork. A leader's new power lies in their ability to share a joint purpose and meaningfully connect with their people. In this highly informative audience-engaging talk, Barry explores the seismic shift in leadership he has witnessed as a CEO for 29 years. The secret to great teams is in knowing your colleagues, listening with curiosity, and sharing a joint purpose Drawing on his experience and lessons learned from extensive research for his book **CONNECT! How to Quickly Collaborate for Success in Business and Life**, Barry shares the secrets to creating great company culture and provides the specific techniques successful leaders use to motivate and unite their people to deliver top-tier performance. Attendees walk away with tangible, actionable strategies to meaningfully motivate and connect so they can attract, engage, and retain their employees in this challenging work environment.

Wednesday, February 19, 2025, 11:45 am – 1:30 pm

Legislative Update Luncheon

Location: Canyon Ball Room

Summary

Members of the NMHCA Government Affairs committee will provide an update on legislation or other issues that NMHCA is following which could have an impact on LTC.

Wednesday, February 19, 2025, 1:30 – 3:00 pm

The Future of Work: AI, Teamwork, and Leadership

Location: Mesa Ball Room

Summary

Business is changing at breakneck speed, and it's difficult to understand the forces and choose how to respond. The workforce has shifted – it's shrinking – and there is greater competition for talent. Younger generations are demanding more from their employers or moving on. Some leaders want to cover their eyes and ears and ignore reality. But successful leaders know: This is the time for action! The solutions require us to stretch our minds, learn and implement new techniques, and engage our employees. We must create a strong workplace purpose that gives meaning to our employees. Our culture must be positive and inclusive. We need strong engagement, creating high-impact teams. And we must be sensitive to stress and mental health and their impact on our employees and the workplace. AI is changing nearly everything we do and need to use the benefits to produce high impact. We'll discuss important applications of AI you can quickly implement. Finally, we discuss the actions individuals must take to be top tier leaders. We emphasize the importance of responsibility, why communicating your message is key, and how to create positivity in your life and at work. Finally, we delve into influence and persuasion, and how leaders can use these tools to succeed.

Wednesday, February 19, 2025, 3:15 – 4:45 pm

Next Generation of New Mexico's Workforce

Location: Mesa Ballroom

Summary

The next generation of New Mexico's skilled workforce is being trained today in Career and Technical Education programs across the state. Our need to close the gaps between education and employment is critical, and the College and Career Readiness Bureau of the New Mexico Public Education Department is launching a new initiative to ensure our graduates are well prepared for the industries, employers, and careers that eagerly await them.

Vital to their success is YOU! Join in this education session and discussion to help direct the next generation of New Mexico's workforce.

Meetings

Regulatory/Clinical Meeting

Time: TBD

Location: Chapel Room

*Please RSVP through the registration platform

General Session

Thursday, February 20, 2025, 8:00 am to 9:30 am

State of Health Care

Location: Mesa Ballroom

Summary

Come learn about the new vision for long-term care from state leadership.

General Session

Thursday, February 20, 2025, 10:00 am -12:00 pm

Advocacy: Turning Words into Action

Location: Round House

Summary

Grassroots advocacy is the act of a constituent communicating ideas and opinions to their government officials. There is nothing more valuable than the perspective of an experienced clinician/provider on the impact of a law or regulation on the clinician and the resident. YOU are the EXPERT! Join Vicente to learn more about visiting your legislators and making your voice heard!