

**PART I**

**NATIONAL ASSOCIATION OF HISPANIC FEDERAL EXECUTIVES**

**IN PARTNERSHIP WITH**

**LULAC FEDERAL TRAINING INSTITUTE (FTI)**



**NAHFE Organizational Overview**

**and**

**Connecting ECQs, Emotional Intelligence  
and NAHFE's Strategic Goals.**

**July 25, 2024**

**Al Gallegos**

**National President**





# WELCOME EVERYONE

My name is Al Gallegos, I am the National President of NAHFE.

Today, we come together in the spirit of unity and collaboration. Your presence here is deeply appreciated, and I thank you for joining us.

- MY JOURNEY AND OUR CONNECTION
- EMBRACING DIVERSITY
- PROFESSIONAL JOURNEY
- FEDERAL SERVICE AND VETERANSHIP
- RETIREMENT AND NEW BEGINNINGS
- A UNIFIED JOURNEY



## WELCOME EVERYONE (CONTINUED)

### MY JOURNEY AND OUR CONNECTION

- I was born in Los Angeles and raised in the vibrant culture of San Diego, California.
- Growing up with grandparents on both sides of the border, Spanish became my first language.
- Occasionally, you might hear me speak Span-English with a touch of that border town inflection.

### EMBRACING DIVERSITY

- Growing up in California, I once thought that the Mexican American culture was the center of the universe.
- However, my perspective changed when I arrived in Washington, D.C. I began to see that our Latino community is incredibly diverse, representing many of the 21 Spanish-speaking countries.
- Today, I wholeheartedly welcome, embrace, and deeply value this rich tapestry of cultures and backgrounds.

### PROFESSIONAL JOURNEY

- During my time in San Diego, I worked in the private sector in the computer field before dedicating over a decade to serving several agencies within the Department of the Navy, primarily in electronics and computers.
- I proudly graduated from San Diego State University with a bachelor's degree in public administration.

# WELCOME EVERYONE (CONTINUED)

## FEDERAL SERVICE AND VETERANSHIP

- My journey then led me to our nation's capital, where I was recruited by the Office of Personnel Management as a network engineer.
- I later served at the Department of Housing and Urban Development (HUD), the Nuclear Regulatory Commission (NRC), and the Environmental Protection Agency (EPA).
- Additionally, I had the honor of serving in the U.S. Army in South Korea for several years, making me a proud veteran.



## RETIREMENT AND NEW BEGINNINGS

- About three years ago, I embarked on a new chapter in my life as I retired from my career.
- Today, I stand before you as the National President of NAHFE, deeply committed to our mission of empowering and advancing Hispanic federal executives across our great nation.

## A UNIFIED JOURNEY

- Together, as we embark on this journey, let us remember that our strength lies in our unity, our diversity is our power, and our shared vision will guide us toward a brighter future.
- Welcome, everyone, to the National Association of Hispanic Federal Executives. Thank you for being part of this inspiring journey with us.

In conclusion, by sharing my journey, I aim to connect with our members, inspire others, emphasize the importance of diversity and inclusivity, showcase leadership values, and unite our community around our shared vision.

Together, we embark on a journey toward a brighter future for all of us, and I am grateful for your participation in this inspiring journey with us.

So again, thank you for being a part of this incredible journey.

# PRESENTATION OVERVIEW



## **PART I – What NAHFE is About**

1. NAHFE ORGANIZATION OVERVIEW
2. INTERESTING STATISTICS
3. INCLUSION AND DIVERSITY
4. MISSION AND VISION
5. STRATEGIC GOALS
6. ACHIEVING GOALS
7. HOW THE ECQS, EMOTIONAL INTELLIGENCE ELEMENTS AND THE NAHFE STRATEGIC GOALS CONNECT WITH EACH OTHER?
8. LULAC FTI Partnership

## **PART II - Charting our Path Forward**

9. RECOMMEND THINGS THAT YOU SHOULD KEEP IN MIND
10. WE ARE ALL ONE PEOPLE
11. QUESTIONS TO THINK ABOUT
12. CHALLENGE
13. HOW TO JOIN NAHFE / WEBSITE / CONTACTS
14. QUESTIONS?

**Note.- Welcome to this enlightening journey through NAHFE's impact and vision. Together, we'll explore how we're shaping a brighter future.**



## 1. NAHFE ORGANIZATION OVERVIEW:

- Non-profit, non-partisan organization
- Comprised of an all-volunteer Board of Directors, National Executive Committee, Chapters, and Committees
- Rely on altruistic Senior Executives from diverse agencies
- We have current or past members from 26 Federal Agencies and from all over the nation
- Affiliated with NHLA (National Hispanic Leadership Agenda) as a member organization
- Former affiliation with OPM Hispanic Council on Federal Employment (HCFE)

**Note.- At NAHFE, we are more than an organization; we are a community of dedicated leaders. Join us as we dive into our rich history and vibrant present.**

## 2. INTERESTING STATISTICS:



**HISPANICS ARE TRANSFORMING** the American Society in many different areas:

- **POLITICS** - Hispanic Presidential candidates on both sides of the aisle.
  - Eligible voters – 36.2 million
  - About 15% of the total eligible voters
  - Six Hispanic Senators and 55 House Representatives
- **WORKFORCE** - Consist of 19 % of the civilian workforce – projected to be 22 % by 2032
  - Total of 11% Hispanic federal employees at all levels
    - 4.5% of Hispanic females, 6.4% Hispanic males
  - Career Hispanic Federal Senior Executives (SES) currently the 5% **shame**
    - 3.8% for Hispanic females, 4.2% Hispanic males
  - Career SESer's spend 20/30 and 40 years in the Federal service serving you the people of the US
- **ECONOMICS** - Had a buying power of \$ 2.1 Trillion in 2021
  - Forecast to grow to \$2.8 trillion by 2026
- **LEGAL FIELD** - DOJ and the Supreme Court Justice Sotomayor
- **AEROSPACE / ASTRONAUT** - NASA Astronaut Frank Rubio, whose mission is the longest single spaceflight by a U.S. astronaut in history, just to name a few.
  - 15 Hispanic astronauts in total as of 2023

**Note.- Numbers don't just tell a story; they paint a vivid picture of our influence. Get ready to be inspired by the remarkable statistics that define us.**



### 3. INCLUSION AND DIVERSITY:

- We value both Hispanic and non-Hispanic Senior Executives
- We have pride in Hispanic Senior Executives while promoting inclusivity
- We have pride in the diversity within the Hispanic community

**Note.- In the tapestry of NAHFE, every thread represents a unique perspective. Our commitment to inclusion and diversity makes us stronger than ever.**





## 4. MISSION:

- Identify, cultivate, and prepare Hispanics for SES advancement
- Energize, empower, and inspire new generation (GS-12 to GS-15) for SES positions

## VISION: - NAHFE envisions a future where:

- The Senior Executive Service represents the diversity of Hispanic community
- Collaboration, inclusivity, and engagement foster innovation and effective decision-making
- Equal opportunities for growth and advancement for all members
- Hispanics thrive and contribute their unique talents and perspectives to create:
  - A more effective, inclusive, and representative government
  - The reflective diverse society it serves

**Note.- Our mission is our compass, and our vision is our destination. Discover how NAHFE's unwavering purpose guides us towards a brighter tomorrow.**

**Our Vision is defined by the future instead of statistics and memories of the past.**



## 5. STRATEGIC GOALS:

- **Identify Talent:** Highly-qualified Hispanics within federal workforce
- **Empower Leaders:** Energize and inspire a new generation of Hispanic Senior Executives
- **Career Development:** Offer comprehensive career development training
- **Mentorship:** Provide SES and GS-15/14 mentorship
- **Promote Diversity:** Advocate for qualified Hispanics for Senior Executive Service
- **Advocacy:** Lobby for increased Hispanic representation
- **Expansion:** Establish new chapters nationwide

**Note.- Our goals are the stepping stones to our collective success.**

**Together, we'll explore the roadmap that leads us to a brighter and more inclusive future.**



## 6. ACHIEVING GOALS:

- Actively taking action on achieving our 7 strategic goals:
  - Presentations, Mentoring Programs, Flash Mentoring, and SES informational panels
  - Emphasizing the importance of OPM's ECQ's
  - Guiding in the development of ECQ's (Executive Core Qualifications)
- Networking events:
  - Breakfasts, Lunches, and Happy Hours
- Engaging with Agencies:
  - Partnerships and MOUs
  - Invitations to Agencies events
  - Meeting with Agencies Leadership

**Note.- Turning dreams into reality is our forte. Join us as we celebrate the accomplishments that bring our strategic goals to life.**

## 7. HOW DO THE ECQS, EMOTIONAL INTELLIGENCE ELEMENTS AND THE NAHFE STRATEGIC GOALS CONNECT WITH EACH OTHER?



The Office of Personnel Management's Executive Core Qualifications (ECQs) are designed to assess executive skills and potential in the federal government.

To align these with both the elements of Emotional Intelligence (EI) and the strategic goals of the National Association of Hispanic Federal Executives (NAHFE), we must consider each component's intent and objectives.

The NAHFE strategic goals include promoting professional development, advocating for the interests of Hispanic federal executives and managers, and enhancing public service delivery through diversity.

### **Note.- Bridging Leadership and Diversity:**

- **The intersection of ECQs, Emotional Intelligence, and NAHFE's strategic goals underscores our commitment to nurturing a federal workforce that is not only skilled but also diverse and empathetically driven.**
- **By aligning our leadership potential with emotional intelligence and diversity-centric goals, we champion professional development and advocate for Hispanic executives, paving the way for a more inclusive and effective public service.**

# HERE IS HOW THE ECQS ALIGN WITH EMOTIONAL INTELLIGENCE ELEMENTS (EI) NAHFE'S STRATEGIC GOALS: (7.- CONTINUED)



## 1. ECQ - Leading Change

- ***Emotional Intelligence:*** Self-awareness, Self-regulation, Motivation and Adaptability
- ***Alignment with NAHFE's Goals:*** Advocating for systemic changes that benefit Hispanic executives. Leading reforms and transformations that align with diversity and inclusion.

**Note.- "Embrace transformation and adaptability to drive innovation and align with evolving federal policies, embodying NAHFE's pioneering spirit."**

## 2. ECQ - Leading People

- ***Emotional Intelligence:*** Empathy, Social skills and relationship management.
- ***Alignment with NAHFE's Goals:*** Enhances team cohesion and morale, fostering an inclusive culture that values diversity and equitable opportunities.

**Note.- "Lead with empathy and foster an inclusive environment, championing NAHFE's values of diversity and equity."**

### 3. ECQ - Results Driven (7.- CONTINUED)



- ***Emotional Intelligence:*** Motivation and Self-regulation
- ***Alignment with NAHFE's Goals:*** Drives performance and accountability through clear goal setting and ethical leadership, ensuring impactful outcomes that align with strategic objectives that reflect the advocacy of Hispanic federal executives.

**Note.- "Set and achieve ambitious goals with integrity and accountability, propelling NAHFE's mission beyond expectations."**

### 4. ECQ - Business Acumen

- ***Emotional Intelligence:*** Self-regulation and strategic decision-making.
- ***Alignment with NAHFE's Goals:*** Enhances organizational effectiveness through prudent management of human, fiscal, and informational resources, aligning these assets with broader federal priorities. Helps develop fiscal, HR, and technology management skills among Hispanic executives to improve government operations.

**Note.- "Manage resources wisely and make strategic decisions to enhance NAHFE's efficiency and alignment with federal priorities."**

## 5. ECQ - Building Coalitions (7.- CONTINUED)



- **Emotional Intelligence:** Relationship management, empathy and social skills.
- **Alignment with NAHFE's Goals:** Strengthens partnerships across governmental and non-governmental organizations, enhancing collaboration and shared initiatives that support national Hispanic leaders and community interests within federal agencies. Advocating for policies and practices that enhance diversity and inclusion in federal agencies.

**Note.- "Strengthen partnerships and engage with stakeholders to enhance collaboration and amplify NAHFE's impact."**

By aligning these, we see how each ECQ not only supports:

- key areas of emotional intelligence
- but also, directly correlates with the strategic objectives of the NAHFE,

Highlighting the intersection between:

- leadership qualities,
- emotional intelligence,
- and the promotion of diversity and inclusivity within federal leadership.

## 8. FTI / NAHFE PARTNERSHIP



The Federal Training Institute (FTI), organized by LULAC in coordination with NAHFE (National Association of Hispanic Federal Executives), stands as a beacon for those aspiring to excel in federal employment. This premier training event is dedicated to empowering individuals through career development, leadership training, and invaluable networking opportunities.

This year, NAHFE has refined the presentation process into a focused series we proudly call "Pathways to Leadership: Mastering the Leadership and Senior Executive Service Journey." These presentations are designed to equip you with the skills and knowledge needed to navigate your leadership journey successfully.

Highlights include:

- **Senior Executive Service Overview:** Gain insight into the highest levels of federal leadership.
- **Executive Core Qualifications Competencies:** Master the essential competencies required for executive roles.
- **Executive Interview Strategies:** This presentation provides you guidance when getting ready for the interview process.
- **Emotional Intelligence:** Understand its crucial connection to the ECQs and enhance your interpersonal effectiveness.
- **Speed Mentoring Session:** Receive rapid, focused guidance from seasoned leaders.
- **Importance of Mentoring:** Learn how to build and leverage professional relationships for career advancement.

**Note.- Embrace this opportunity to develop your leadership potential and pave your way to a successful career in federal service.**



# Introduction

- **Welcome to "The Evolution of LULAC's Federal Training Institute"**
- Presentation Overview



- LULAC FTI / NAHFE - Mission & Vision
- Turning Point: Transition to Proactivity & Strengthening Responsiveness
- Importance of Inclusivity
- Benefits to Attendees & to Federal Agencies
- Return on Investment (ROI) for Agencies
- Increasing Attendance through Enhanced Outreach and Marketing
- Adding a second FTI Track for all convention attendees – What Agencies are about and what they do
  - How their Programs affect Hispanics
- Adding a special session for HEPMs
- Adding a special session for “Leveraging AI for Career Advancement in Federal Service”
- Future Directions / Dreams do come true – BUT! /Challenge / & Q and A

**Note.** - "Today, we stand at the cusp of a new era. Our commitment to proactive change and responsiveness is not just about adapting, but about leading the way forward."

## PART II

### Charting Our Path Forward

Future Strategies for continuing NAHFE's Mission. Encouraging members to reflect on key questions and celebrate diversity.



**Note.- Let's unite to embrace our diversity and cultural heritage, using our leadership to open doors and celebrate our interconnected strength. Together, we forge a future rich with possibilities and achievements.**



9. RECOMMEND THINGS THAT YOU SHOULD KEEP IN MIND

10. WE ARE ALL ONE PEOPLE

11. QUESTIONS TO THINK ABOUT

12. CHALLENGE

13. HOW TO JOIN NAHFE / WEBSITE / CONTACTS

14. Q & A

**Note.- Embrace these items as an opportunity for growth and connection as we discover the essence of our journey.**

**Every moment is a chance to make a difference, to uplift, and to inspire. Let us embark on this journey together, for in unity, we find our strength."**



## 9. RECOMMEND THINGS THAT YOU SHOULD KEEP IN MIND:

As we prepare to conclude our time together, I want to leave you with some powerful recommendations to carry forward in your journey:

- Learn from Each Other
- Give Back
- Pay It Forward
- Cultivate Cultural Awareness
- Avoid Stereotyping
- Celebrate Diversity
- Acknowledge Changing Demographics

**Note.- Let us carry these recommendations in our hearts and minds, they are the compass that will guide us as we continue to champion the aspirations and achievements of our journey.**



## 10. WE ARE ALL ONE PEOPLE:

IN THE MAYA LANGUAGE the word “Lak’ech” means “You are in me, and I am in You”

This reflects their belief that:

- Human beings are one people and,
- What one does to another affects oneself.

We are all interconnected, interdependent and moving closer to the concept of a ONE America, ONE World society.

**Note.- Let us remember that while our backgrounds and experiences may vary, we are all united by a common purpose**

**— to advance and empower our journey into the Hispanic federal executives world.**

## 11. QUESTIONS TO THINK ABOUT:

Before I conclude, I'd like to leave you with seven thought-provoking questions.

These questions aren't just for reflection; they are the keys that unlock our path to success as a vibrant and united community.



- 1.- How should we categorize barriers to success?
- 2.- How are we affecting the society we live in?
- 3.- How do we identify ourselves as a group within this society?
- 4.- Where are we on the Leadership scale and dominant-culture training?
- 5.- How should we recruit, retain, and develop Hispanic professionals?
- 6.- Are we / should we be losing our culture?
- 7.- How do we connect the dots between Diversity, Inclusion & Belonging?

**Note.- So, let's dive into these questions with open hearts and minds, for within them lie the answers that will lead us to even greater heights.**

## 12. CHALLENGE:



As leaders, recruiters, and influencers, you possess a unique power-

- The power to be dream makers for the Latino federal community.

In your roles, you have the ability-

- To open doors, shatter barriers, and inspire others to reach heights they never thought possible.

So, I invite you to embrace this profound responsibility-

- To explore the vast potential within your reach

Let us collectively shape a future where-

- Dreams are not limited by circumstance

**Note.- Thank you for your dedication, your passion, and your unwavering commitment to the Latino federal community.**

**With your leadership, we are not just dreamers; we are dream makers. Together, we inspire, empower, and transform.**

## 13. HOW TO JOIN NAHFE /WEBSITE / CONTACTS



If you're inspired by today's gathering and wish to join us in our mission, here's how.

**JOIN NAHFE:** Become a member and/or start a chapter

- Visit <https://www.nahfe.org> and click on Membership Application tab

### CONTACTS:

- Al Gallegos, National President, at [president@nahfe.org](mailto:president@nahfe.org) or 202-309-9027
- Dr. Beatriz Cuartas, National Vice President, at [beatriz.cuartas@hq.doe.gov](mailto:beatriz.cuartas@hq.doe.gov)
- NAHFE Executive Committee and volunteer staff, at <https://www.nahfe.org/aboutus.html>

**WEBSITE:** <https://www.nahfe.org>

**Note.- Ready to join our movement for change? Explore our website, reach out to us, and become part of the force shaping a more inclusive future with NAHFE.**





## 14. QUESTIONS?

**THANK YOU** for being part of this meaningful experience, and I look forward to seeing you actively engaged in our mission to shape a brighter future for all.

**Note.- As we near the end of our time together, I want to express my gratitude for your presence and engagement today.**

**Our journey together has been filled with insights, inspiration, and the promise of a brighter future for ourselves and others.**



Use this QR code to fill out FTI session evaluation form.

Filling out this evaluation is required to receive certification for your completion of the session. Your presence and input are greatly appreciated

**LULAC FTI Survey Form ONLY**

