



**Human Resources Department  
Employee Relations, Learning  
& Development Division**

**FY 25-26  
Learning & Development Sessions  
Updated March 12, 2026**

The following Learning & Development Sessions have been scheduled as part of **“Project Achieve - Elevating and enhancing City of Laredo Employees’ skill sets, by adding value through learning opportunities for the purpose of increasing the quality of services offered to the citizens of the City of Laredo.”** All sessions will be coordinated, facilitated and/or delivered by HR Employee Relations Staff. Additional Sessions will be added upon request of Management and/or individual departments.

Session Date	Session Times	Session Title	Location
<b>OCTOBER - 2025</b>			
<b>Tues., Oct. 7</b>	8:00 - 12:00	Municipal Service Rules & Regulations, Sexual Harassment & Other Forms of Harassment, and Workplace Violence Training	Public Works Training Room
<b>Fri., Oct. 17</b>	8:00 – 5:00	CPM Track 4 – Class #1 – Public Finance & Budgeting – Dr. Haruna	TAMIU STC 120
<b>Mon, Oct. 20</b>	8:00 – 12:00	Sexual Harassment, Harassment and Workplace Violence Training for Fire Dept. Captains	Fire Department – Delmar Training Room
<b>Tues., Oct. 21</b>	8:00 – 12:00	Sexual Harassment, Harassment and Workplace Violence Training for Fire Dept. Captains	Fire Department – Delmar Training Room
<b>Wed., Oct. 22</b>	8:00 to 12:00	Performance Evaluations Training	Public Works Training Room
<b>Fri., Oct. 23</b>	8:00 to 5:00	Leadership Development Academy – Class #9	Engineering Department
<b>Tues., Oct. 28</b>	8:00 to 4:00	Dorsey Training – “Managing Emotions Under Pressure”	Public Works Training Room
<b>Fri., Oct. 31</b>	8:00 – 5:00	CPM Track 4 – Class #2 – Public Finance & Budgeting – Dr. Haruna	TAMIU STC 120
<b>NOVEMBER - 2025</b>			
<b>Wed., Nov. 5</b>	8:00 – 12:00	Customer Service Training and Effective Communication Training	Public Works Training Room

<b>Wed., Nov. 12</b>	8:00 – 4:00	TML Training – “Civility in the Workplace”, “Embracing Self-Care for Effective Public Service” and “Harassment Prevention for Supervisors”	Public Works Training Room
<b>Thurs., Nov. 13</b>	8:00 – 4:00	TML Training – “Performance Management and Disciplinary Action for Supervisors” and “Recruitment and Onboarding for Supervisors”	Public Works Training Room
<b>Fri., Nov. 14</b>	8:00 – 5:00	CPM Track 4 – Class #3 – Public Finance & Budgeting – Dr. Haruna	TAMIU STC 230
<b>Tues., Nov. 18</b>	8:00 – 12:00	Conflict Resolution in the Workplace	Public Works Training Room
<b>Fri., Nov.21</b>	8:00 - 5:00	Leadership Development Academy – Class #10	City Manager, City Secretary, City Attorney
<b>DECEMBER - 2025</b>			
<b>Wed. Dec. 3</b>	8:00 – 12:00	Municipal Service Rules & Regulations, Sexual Harassment & Other Forms of Harassment, and Workplace Violence Training	Public Works Training Room
<b>Fri., Dec. 5</b>	8:00 – 5:00	CPM Track 2 – Class #1 – Managing for Quality – Professor Rodriguez	TAMIU STC 120
<b>Tues. Dec. 9</b>	8:00 – 4:00	Dorsey Training – “Conflict Resolution: A Peak Performance Strategy”	Public Works Training Room
<b>Tues., Dec. 16</b>	8:00 – 12:00	Emotional Intelligence and Stress Management/Work Life Balance	Public Works Training Room
<b>Fri., Dec. 19</b>	8:00 – 5:00	CPM Track 2 – Class #2 – Managing for Quality – Professor Rodriguez	TAMIU STC 120
<b>JANUARY - 2026</b>			
<b>Fri., Jan. 9</b>	8:00 – 5:00	CPM Track 2 – Class #3 – Managing for Quality – Professor Rodriguez	TAMIU STC 120
<b>Tues. Jan. 13</b>	8:30 – 12:30	Leadership Essentials 101 – Course #1 – Performance Management Essentials	Public Works Training Room
<b>Wed. Jan. 14</b>	8:00 – 12:00	Performance Evaluation Training	Public Works Training Room

<b>Fri., Jan. 16</b>	8:00 – 5:00	2026 Leadership Academy #1	TBD
<b>Fri., Jan. 23</b>	8:00 – 5:00	CPM Track 3 – Class #1 – Information Systems for Managers – Professor Garcia	TAMIU STC 120
<b>Tues., Jan. 27</b>	8:30 – 12:30	Leadership Essentials 101 – Course #2 – Compliance and Ethics Essentials	Public Works Training Room
<b>Wed., Jan. 28</b>	8:00 – 12:00	Customer Service Training and Effective Communication Training	Public Works Training Room
<b>Fri., Jan. 30</b>	8:00 – 5:00	2026 Leadership Academy #2	TBD
<b>FEBRUARY - 2026</b>			
<b>Thurs., Feb. 5</b>	8:30 – 12:30	Leadership Essentials 101 – Course #3 – Operational Management Essentials	Public Works Training Room
<b>Fri., Feb. 6</b>	8:00 – 5:00	CPM Track 3 – Class #2 – Information Systems for Managers – Professor Garcia	TAMIU PLG 106
<b>Tues., Feb. 10</b>	8:00 – 4:00	Dorsey Training – “Mastering the Art of Negotiations”	Public Works Training Room
<b>Wed., Feb. 11</b>	8:00 – 12:00	Municipal Service Rules & Regulations, Sexual Harassment & Other Forms of Harassment, and Workplace Violence Training	Public Works Training Room
<b>Tues., Feb. 24</b>	8:30 – 12:30	Leadership Essentials 101 – Course #4 – Team Leadership Essentials	Public Works Training Room
<b>Wed., Feb. 25</b>	8:00 – 12:00	Emotional Intelligence and Stress Management/Work Life Balance	Public Works Training Room
<b>Fri., Feb. 27</b>	8:00 – 5:00	2026 Leadership Academy #3	TBD
<b>MARCH - 2026</b>			
<b>Mon., March 2</b>	9:30 – 11:00	Fire Department Training on Harassment & Retaliation	Fire Department Training Room
<b>Mon., March 2</b>	1:30 – 3:00	Fire Department Training on Harassment & Retaliation	Fire Department Training Room
<b>Tues., March 3</b>	9:30 – 11:00	Fire Department Training on Harassment & Retaliation	Fire Department Training Room
<b>Tues., March 3</b>	1:30 – 3:00	Fire Department Training on Harassment & Retaliation	Fire Department Training Room
<b>Wed., March 4</b>	9:30 – 11:00	Fire Department Training on Harassment & Retaliation	Fire Department Training Room

<b>Wed., March 4</b>	1:30 – 3:00	Fire Department Training on Harassment & Retaliation	Fire Department Training Room
<b>Fri., March 5</b>	8:00 – 5:00	CPM Track 3 – Class #3 – Information Systems for Managers – Professor Garcia	TAMIU STC120
<b>Wed., March 11</b>	8:00 – 12:00	Performance Evaluation Training	Public Works Training Room
<b>Tues., March 17</b>	8:30 – 12:30	Leadership Essentials 101 – Course #5 – Diversity, Equity and Inclusion Essentials	Public Works Training Room
<b>Fri., March 20</b>	8:00 – 5:00	CPM Track 1 – Class #1 – Public Personnel Administration – Dr. Prieto	TAMIU STC120
<b>Wed., March 25</b>	8:00 – 12:00	Municipal Service Rules & Regulations, Sexual Harassment & Other Forms of Harassment, and Workplace Violence Training	Public Works Training Room
<b>Fri., March 27</b>	8:00 – 12:00	2026 Leadership Academy #4	Airport
<b>Tues., March 31</b>	8:30 – 12:30	Leadership Essentials 101 – Course #6 – Effective Personal Growth and Professional Development Essentials	Public Works Training Room
<b>APRIL - 2026</b>			
<b>Wed., April 8</b>	8:00 – 12:00	Customer Service Training and Effective Communication Training	Public Works Training Room
<b>Fri., April 17</b>	8:00 – 5:00	CPM Track 1 – Class #2 – Public Personnel Administration – Dr Prieto	TAMIU WHT 103
<b>Wed., April 22</b>	8:00 – 12:00	Emotional Intelligence and Stress Management/Work Life Balance	Public Works Training Room
<b>Fri., April 24</b>	8:00 – 5:00	2026 Leadership Academy #5	Utilities
<b>MAY - 2026</b>			
<b>Fri., May 1</b>	8:00 – 5:00	CPM Track 1 – Class #3 – Public Personnel Administration – Dr. Prieto	TAMIU STC 120
<b>Wed., May 6</b>	8:00 – 12:00	Performance Evaluation Training	Public Works Training Room
<b>Fri., May 8</b>	8:00 – 5:00	CPM Track 3 – Class #1 – Organizational Communications – Dr. Momen	TAMIU STC 120
<b>Tues., May 19</b>	8:30 – 12:30	Leadership Essentials 101 – Cohort #3 – Course #1 –	Public Works Training Room

		Performance Management Essentials	
<b>Wed., May 20</b>	8:00 – 12:00	Customer Service Training and Effective Communication Training	Public Works Training Room
<b>Fri., May 22</b>	8:00 – 5:00	2026 Leadership Academy #6	Municipal Court
<b>Wed., May 27</b>	1:00 – 5:00	Professional and Technical Writing Class #1	TAMIU
<b>Thurs. May 28</b>	1:00 – 5:00	Public Speaking Class #1	TAMIU
<b>Fri., May 29</b>	8:00 – 5:00	CPM Track 3 – Class #2 – Organizational Communications – Dr. Momen	TAMIU STC 120
<b>JUNE - 2026</b>			
<b>Tues., June 2</b>	8:30 – 12:30	Leadership Essentials 101 – Cohort #3 – Course #2 – Compliance & Ethics Essentials	Public Works Training Room
<b>Wed., June 3</b>	1:00 – 5:00	Professional and Technical Writing Class #2	TAMIU
<b>Thurs. June 4</b>	1:00 – 5:00	Public Speaking Class #2	TAMIU
<b>Fri., June 5</b>	8:00 – 5:00	CPM Track 3 – Class #3 – Organizational Communications – Dr. Momen	TAMIU STC 120
<b>Tue., June 9</b>	8:00 – 4:00	Dorsey Training – “Bootcamp for Managers and Supervisors”	Public Works Training Room
<b>Wed., June 10</b>	8:00 – 12:00	Municipal Service Rules & Regulations, Sexual Harassment & Other Forms of Harassment, and Workplace Violence Training	Public Works Training Room
<b>Wed., June 10</b>	1:00 – 5:00	Professional and Technical Writing Class #3	TAMIU
<b>Thurs., June 11</b>	1:00 – 5:00	Public Speaking Class #3	TAMIU
<b>Tues., June 16</b>	8:30 – 12:30	Leadership Essentials 101 – Cohort #3 – Course #3 – Operational Management Essentials	Public Works Training Room
<b>Wed., June 17</b>	1:00 – 5:00	Professional and Technical Writing Class #4	TAMIU
<b>Thurs., June 18</b>	1:00 – 5:00	Public Speaking Class #4	TAMIU
<b>Wed., June 24</b>	8:00 – 12:00	Emotional Intelligence and Stress Management/Work Life Balance	Public Works Training Room
<b>Wed., June 24</b>	1:00 – 5:00	Professional and Technical Writing Class #5	TAMIU

<b>Thurs. June 25</b>	1:00 – 5:00	Public Speaking Class #5	TAMIU
<b>Fri., June 26</b>	8:00 – 5:00	2026 Leadership Academy #7	Fire Dept.
<b>Fri., June 26</b>	8:00 – 5:00	CPM Track 5 – Class #1 – Productivity & Program Evaluation – Dr. Espinoza	TAMIU STC 120
<b>Tues., June 30</b>	8:30 – 12:30	Leadership Essentials 101 – Cohort #3 – Course #4 – Team Leadership Essentials	Public Works Training Room
<b>JULY - 2026</b>			
<b>Tues., July 7</b>	8:30 – 12:30	Leadership Essentials 101 – Cohort #3 – Course #5– Effective Personal Growth and Professional Development Essentials.	Public Works Training Room
<b>Wed., July 8</b>	8:00 – 12:00	Performance Evaluation Training	Public Works Training Room
<b>Fri., July 10</b>	8:00 – 5:00	CPM Track 5 – Class #2 – Productivity & Program Evaluation – Dr. Espinoza	TAMIU STC 120
<b>Tues., July 14</b>	8:30 – 12:30	Leadership Essentials 101 – Cohort #3 – Course #6– Diversity, Equity and Inclusion Essentials	Public Works Training Room
<b>Fri., July 24</b>	8:00 – 5:00	CPM Track 5 – Class #3 – Productivity & Program Evaluation – Dr. Espinoza	TAMIU STC 120
<b>Fri., July 24</b>	8:00 – 5:00	2026 Leadership Academy #8	Police Dept.
<b>AUGUST - 2026</b>			
<b>Tue., Aug. 11</b>	8:00 – 4:00	Dorsey Training – “Trust Factor: Creating Win-Win Relationships”	Public Works Training Room
<b>Fri., Aug. 14</b>	8:00 – 5:00	CPM Track 7 – Class #1 – Applied Projects Practicum – Dr. Haruna	TAMIU STC 120
<b>Wed., Aug. 19</b>	8:00 – 12:00	Municipal Service Rules & Regulations, Sexual Harassment & Other Forms of Harassment, and Workplace Violence Training	Public Works Training Room
<b>Fri., Aug. 21</b>	8:00 – 5:00	2026 Leadership Academy #9	Library
<b>Fri., Aug. 28</b>	8:00 – 5:00	CPM Track 7 – Class #2 – Applied Projects Practicum – Dr. Haruna	TAMIU STC 120

<b>SEPTEMBER - 2026</b>			
<b>Wed., Sept. 9</b>	8:00 – 12:00	Emotional Intelligence and Stress Management/Work Life Balance	Public Works Training Room
<b>Fri., Sept. 11</b>	8:00 – 5:00	CPM Track 7 – Class #3 – Applied Projects Practicum – Dr. Haruna	TAMIU STC 120
<b>Fri., Sept. 18</b>	8:00 – 5:00	2026 Leadership Academy #10	City Managers
<b>Wed., Sept. 23</b>	8:00 – 12:00	Performance Evaluation Training	Public Works Training Room