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○ ISSUE 1 | ○ VOLUME 7 | ○ YEAR 2011

Alumni Newsletter — June 2011

TGMI

Tennessee Government Management Institute

TGMI ALUMNI MAKE A DIFFERENCE WITHIN STATE
GOVERNMENT!

TGMI Alumni Network Objective #1: Promote the interest in and support of TGMI.

Spotlight Article

January 2011 ushered in not only the New Year but new leadership across state government. The Department of Human Resources welcomed new Commissioner Rebecca Hunter from Hamilton County, where she had been serving as the Director of Human Resources for six years. Prior to her six years of leadership in human resources, she served as the Director of Financial Management for the County for twelve years. She brings with her extensive knowledge of how government works, along with a philosophy that human resources should serve as a strategic partner for all state executives.

This article spotlights her passion for effective leadership and the value of developing extraordinary leaders throughout state government. She has demonstrated her ability to move human resources from a transactional part of the business to a strategic role in her previous work, and as she exhibits both clarity and vision in her leadership role here, it is evident she will help to transform

Tennessee government.

Asked what thoughts she could share on what extraordinary leadership means to her, Commissioner Hunter provided the following insights, perspectives and advice to those seeking to be an extraordinary leader.

Commissioner Hunter on "Extraordinary Leadership"

1. What does it take for an organization to transform into one that consistently delivers extraordinary results?

I believe for an organization to transform into one that consistently delivers extraordinary results it takes a leader who can achieve the following.

First, determine who the customers are. **Second, identify** their needs. **Third**, talk with team members to determine the most effective & efficient methods to fill those needs.

Fourth, begin to meet those needs through a team-based approach with an updated mission (if needed)

- Continued on page 5



DOHR Commissioner
Rebecca Hunter



Share your News with your Reporters

The newsletter editor is always looking for updates, stories, good news, etc., on our fellow alumni. In order to accomplish this, we utilize "Class Reporters" representing every one of the TGMI Classes. The reporters will be contacting you via e-mail, telephone or in person to pick your brain on any information you might have regarding fellow classmates as well as your own update. Please contribute information because your input is what makes this network so very viable.





Nashville Sounds TGMI Alumni Classes Night with the Nashville Sounds

VS



**Albuquerque
Isotopes**

Saturday, July 16th, 2011
@ 7:05pm

For \$25/person you will receive a reserved seat for the game and an all-you-can-eat picnic from 6:05-7:35pm(menu: BBQ Pork; hamburgers, hot dogs, baked beans, cole slaw, potato chips, soft drinks, water and cookies. Or for \$10/ticket you can get a reserved seat for the game.

Enjoy a night of high –quality Triple-A baseball with your family and friends while helping to support the Alzheimer’s Association.

Stick around after the game for a fantastic post-game fireworks show!

**Tickets must be ordered by
7/8/2011**



Call April Wright @ 615 –253-4466 or april.wright@tn.gov for more information

2011 TGMI Alumni Order Information

TO ORDER TICKETS: visit <http://sounds.streamlineticketing.com/web/group.asp> and enter the following codes:

For the Picnic(includes game ticket)
Username: TGMI11
Password: alumnipicnic

For the Group
Username: TGMI716
Password: alumniseats

If you have any problems, please contact Drew Himsworth at (615) 242-4371, ext. 108 or drewhimsworth@nashvillesounds.com

TGMI Class of 2011



James Armistead
Department of Treasury



Dale Armour
Tennessee Bureau of Investigation



David Axford
Department of Financial Institutions



Michael Blade
Tennessee
Housing Development Agency



Mike Brown
Department of Transportation



Donna Burke
Board of Probation
and Parole



David Carpenter
General Services Administration



Steve Chipman
Department of Transportation



Bill ClenDening
Tennessee
Housing Development Agency



Rayna Coe
Department of Finance
and Administration



Jason Conner
Office of the Comptroller



Cassandra Esaka
Department of Treasury



Carolyn Fulghum
Department of TennCare



Angela Harrison
Department of Human Resources



Gray Haun
Department of Agriculture



Michael Headrick
Department of Human Services



Lisa Helton
Board of Probation
and Parole



Sara Hollowell
Department of Human Services



Sakytha Jacobs
Department of Finance
and Administration



Lynelle Jensen
General Services Administration



Mitzi Martin
Department of Finance
and Administration



Kenneth Neal
Department of Human Services



Zachary Nixon
Department of Safety
and Homeland Security



Donna Pewitt
Department of Human Resources



Brian Ripley
Tennessee Wildlife Resources Agency



Dawn Taylor
Department of Human Services



Bettie Teasley-Sulmers
Tennessee
Housing Development Agency



Norman Tidwell
Tennessee Bureau of Investigation



Teressa Turns
TRICOR
State of Tennessee



Deanie White
Department of Human Resources



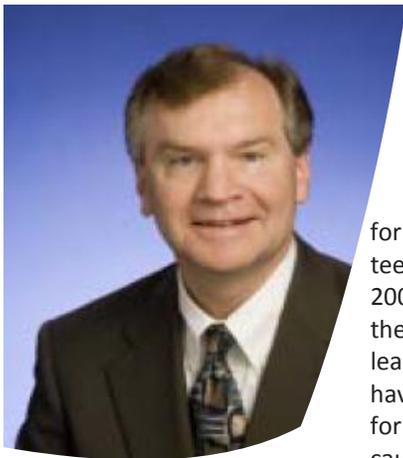
Sherita Woods
Department of Finance
and Administration



Greg Worley
Office of the Comptroller



TENNESSEE GOVERNMENT MANAGEMENT INSTITUTE



Word from the Chair

*Chairperson - E. Ross White, Class of 2006,
Commerce & Insurance*

When I first became involved with TGMI, the year was 2004, and my wife Tracy, Class of 2004, began to tell me how the TGI program was something so very special that she thought I would really enjoy becoming a part of it. I attended her graduation that year, along with my daughter, Emily, now a senior in college, and I was totally sold on the program. So, that next year I tried and though didn't make the cut was nonetheless encouraged to hang in there. Then on my second attempt in as many years I was accepted in to the program to become a member of the Class of 2006. If you look at our class and its involvement in the program since that time, it is amazing to think that that time has flown by so quickly. One thing that has not changed is my passion for the program to make a difference. I began to formulate in those earlier times my thought that this "leadership school" was meant for a larger purpose. The purpose is a mission to me, to light the light and alter a tired old worn out perception that working as a state employee, much less a state manager is mediocre at best. That perception has to change and the TGI Nation can be the change agent to improve and alter the culture and archaic belief in that misplaced notion. I am honored that I have been able to serve on and/or

for the Steering Committee for the years since 2006. I have tried to stay the course with positive leadership in the areas I have been proud to serve for the good of the TGI cause. When I was elected Chairman this past year I was afforded a personal best achievement and the proudest moment ever as a state manager and employee. It just doesn't get any better than this to me, and I have to thank my wife of course, and past mentors of mine to name a few: Lisa Pugh, Mike Travis, Melvin Jones, "Loyal" Lauren Hill, Greg Duncan, Jon Zirkle, and many more too numerous to mention. So, since I have the gavel this year, I thought it best to try to leave a positive mark on the program by lobbying and pushing for a Mentors Bureau.

The Mentors Bureau Program would be available to all state manager employees in the future to be a "go to" program made up of their peers, us, who have been afforded the training grace through TGMI, to be able to be of special encouragement to managers on a variety of workplace issues. To help them over a difficult time or help guide them with the leadership principles we have learned from TGMI. It would be set up similar to our Speakers Bureau which already has been helpful to school children across the state at

*TGMI Alumni Network
Objective #2: Provide
a forum for the exchange of ideas among
Tennessee Government Managers and Executives.*

various career days and college bound classrooms. Again we should be about changing things for the good of the state service, and as the Steering Committee we can steer the program in that direction.

We've had some other great ideas on the burner, though some haven't emerged just yet. One, is the Adopt a Highway Program, inspired by Julie Lamb, and followed through on by Chris Harris, and Jon Zirkle all from Transportation, whereas TGMI will have our own stretch of highway to look after and call ours for years to come. Along those lines, Jon Zirkle has championed community projects for us for years, including Clean up Along the Harpeth also with Lauren Hill, and Habitat for Humanity to name a few. Also, we started off the year with a positive meeting aimed at all former class

officers to help dispel some of the apathy that unfortunately effects us all from time to time. One other bright spot was the current Class of 2011. Those folks are charged up, and were especially glad to see our presentation in Knoxville about some of the things they could look forward to in TGMI. They were excited to know that life as an alum doesn't end when they walk across the stage to get their diplomas. If you want to propose some positive changes for state management, given that you as alumni have a strong voice through your Steering Com-

mittee, then by all means send them to us. Also, please go to the TGMI webpage on the Dept. of Human Resources website and peruse our monthly minutes, and there you can see some of the work we have been involved in this year. We have made it our goal to make this the best year ever and to pave the way for the challenges that lay ahead. To all have a wonderful safe and happy Summer!

OUR HISTORY:

TGMI was created in 2000 for mid-level managers, with supervisory responsibilities, in state government. Each year, in two intensive weeks over a two-month period, TGMI provides thirty of state government's mid managers with the opportunity to broaden their perspectives of management, responsibility, and perspectives of leadership principles and practices. TGMI class members travel to the University of Tennessee in Knoxville and to a Tennessee State Park to develop additional skills and knowledge needed to efficiently manage resources and organizational systems and to analyze and discuss local changes that are rapidly occurring in the business, political and overall workplace environment. The TGMI experience is designed to help class members gain fresh perspectives and enhance their leadership skills.

State managers work "where the rubber meets the road". They must be able to interpret policy and law into workable processes for staff and they must champion change and assure that services to citizens are efficient, effective and customer focused. They must have skills and knowledge to improve workplace performance, interaction and productivity. TGMI provides a forum to develop the knowledge, skills and insight necessary to lead and sustain organizational effectiveness and efficiency in dealing with these challenges.

TGMI Alumni Network
Objective #3: Encourage networking and effective partnerships within Tennessee State Government.

TGMI
Mission
Statement:
To provide mid-level managers in Tennessee State Government with management education, networking opportunities and leadership development to become more effective managers and prepare for the leadership challenges of the future.

Spotlight Article Continued

so that all members of the team understand their purpose and the role their actions play in fulfilling the organization's mission.

2. What major lessons have you learned along your professional career that have taught you how to be an extraordinary leader?

I have learned that credibility is critical, which can mean being willing to admit that you don't know the answer. The key is following up after doing the necessary research. Building credibility and trust takes time and requires patience, but is rewarding in the long run. I've also learned that communication is vital - if you keep your team in the loop to the extent possible, they will be much more engaged.

3. From your experience, what characteristics are commonly shared by high potential employees?

They share a passion for their area of expertise, the desire to be the best they can be, the ability to make people feel valued, willingness to take on new & challenging projects, and commitment to life-long learning.

4. What obligations to develop other leaders do you think a leader has and how did you develop your leadership skills?

An effective leader should always be thinking about a succession plan and grooming potential leaders for leadership roles. Employees thrive when their development is encouraged and supported. Ultimately, an effective leader creates an environment where employees are allowed to develop "the leader from within", which generates engaged employees and positive morale.

My leadership skills began at a very early age, since I was #6 in a family of 14 children. I was often left in charge and learned that the best way to get results from my siblings was not through intimidation, but inclusion (I learned this from watching an older brother who did the opposite). I applied that same concept in my first supervisory position with the same success, and continued to build on that foundation by building credibility and trust with my team. I've attended several leadership workshops and have been fortunate (easier to say now) to have some negative role models, who taught me things NOT to do. I have been blessed with the opportunity to direct many high performers throughout my career, and the end result is they challenged me to be a better leader in order to keep up with them!

By Trish Pulley, SPHR

Director

Department of Human Resources
Strategic Learning Solutions Division

Rebecca R. Hunter serves as a member of Governor Bill Haslam's cabinet as Commissioner of the Tennessee Department of Human Resources. Prior to this appointment, she spent six years as the Director of Human Resources

for Hamilton County Government in Chattanooga, Tennessee, and held management positions in governmental finance for over 15 years. Rebecca is a Certified Public Accountant and is certified as a Senior Professional in Human Resources. Rebecca is currently Chairman of the Board for HealthCare 21 Business Coalition in Knoxville, TN, and a Commissioner for the Hixson Utility District. She has also served as Chairman of the Audit Supervisory Committee for the TN Valley Federal Credit Union, on the University of Tennessee at Chattanooga's HR Advisory Board and the National Association of Counties Deferred Compensation Advisory Committee.



2011 Steering Committee



Chairperson
E. Ross White
Class of 2006
Commerce & Insurance



Vice Chairperson
Marilou Cook
Class of 2007
Finance & Administration



Past Chairperson
Jon Zirkle
Class of 2003
Department of Transportation



2010 Class Member
Debbie Knox
Department of Finance & Administration



2010 Class President
Victor Barnes
Department of Human Services



2009 Class President
Mehran Mostajir
TRICOR



2009 Class Member
Vicky Goodin
Department of General Services



Ex-Officio Member
Trish Pulley
Class of 2008-I
Department of Human Resources



At Large Member
Chris Harris
Class of 2008-I
Department of Transportation



At Large Member
Georganne Martin
Class of 2008-II
Department of Finance & Administration



At Large Member
Phyllis Hodges
Class of 2008-II
Department of Education



At Large Member & Newsletter Editor
April Wright, Class of 2008-I
Department of Finance & Administration



TGMI Historian
Mike Travis
Class of 2002
Department of Finance & Administration

Please remember you can always view our Steering Committee Minutes when they are posted to the website:

<http://tn.gov/dohr/TGMI/minutes.html>

Community Service

April 2011 Habitat for Humanity TGMI Community Service Project
By Jon Zirkle, Class of 2003

For the seventh year running, the TGMI Habitat for Humanity community service project was held April 2, 2011 at the Timberwood subdivision north of Nashville. Even though the volunteer turnout was low, the project was a success again with the team completing the work assigned to it for the day and all that attended had a good work day with wonderful sunny, hot weather.



I again contacted Matt Hawkins with Habitat for Humanity on January 19 to schedule a date in late March or early April. He was very helpful coordinating a date and a work day with tasks that different folks with varying skill levels could participate in.

We participated in day five of the seven days of construction on a house for a new owner that we met on site. Her name is Chatonya Beasley. She and her sister are very excited to get into their new house. There are normally eight days of construction but the amount of volunteers this year allowed them to cut that to seven. Habitat has contractors on site supervising the build and providing tools and they work rain or shine. Our four TGMI volunteers partnered with Saya Qualls' husband Quinton and Mark Waters a friend who is a state employee at F&A as well. Many thanks to them for participating and to R.J. Young who sponsored the house we were assigned to for the day and provided most of the labor, food and drinks. The combined groups did lots of cleanup and priming and painting inside while others hung siding and trim on the outside.

The 6 volunteers that participated on the build day included personnel from five departments of state government and consisted of four TGMI alumni. Three other alumni volunteered but were unable to make it out for various reasons.

We started out bright and early at 7 AM. Everyone got on task after some detailed training by the onsite supervisors and all the tasks were completed by the end of the day. The day ended around 3:30 and was a clear and warmer than the usual spring day in Tennessee. It was a challenging but very fulfilling day on site as usual for a Habitat project with some of us getting to learn some new skills and the others getting to apply their useful knowledge.

Thanks to all those that participate in our Habitat for Humanity projects each year and all those that are there in spirit as well. Matt and the supervisors on site were great to work with and provide a great service for the community and we are glad to lend a hand to such a great cause and put charitable donations to work to help the community.

I hope you all had a rewarding experience as I did and look forward to doing it again next year.

Mehran Mostijir our past class president on the steering committee is the first to take advantage of the opportunity to teach classes to the prospective homeowners such as household money management, balancing check books, etc. He

is in the coordination process now with Habitat staff and many thanks to him for his effort and willingness to serve.

If you would like to set up a time for a small group to volunteer on a build or at the Habitat stores or tutoring prospective home owners, contact Jon Zirkle at TDOT or Mr. Matt Hawkins at 254-4663 ext 238.



Class Updates

CLASS OF 2002

[Class Reporter Melvin Jones Melvin.Jones@tn.gov](mailto:Melvin.Jones@tn.gov)

In December 2010, Debra Shults was promoted to Director of the Division of Radiological Health in TDEC. Congratulations to Debra for the most deserved promotion.

In May 2011, Melvin Jones, passed the gavel to become the Immediate Past President of the Nashville Chapter of the Association of Government Accountants.

We have a star blogger in our class, Mr. Tim Beck. He has built quite a following on the internet at <http://hubpages.com/profile/tobey100>. You will enjoy his wonderful stories, anecdotes,

and what I call "brain scratchers."

In addition, Tim has a book coming out soon called "*The Deerflat Chronicles*." It's basically a telling of true stories that have been fictionalized to protect Beck. Several of the stories are included on the website. Check Him Out!

Floyd Hall just published his third book. This one is a children's book. The title is *Les Copains S'amusement*, and is available at www.Xlibris.com/FloydJ.Hall.html .

It is also available at www.Amazon.com (<http://www.amazon.com/>) and www.bn.com (<http://www.bn.com/>)

Copies are also available directly from Floyd. He can be reached by cell phone at 901-238-6430.

There have been other personal life events, and we send our best wishes to those dealing with personal or family medical conditions, and we send our most heartfelt condolences to those who have lost loved ones.

*TGMI Alumni Network
Objective #4: Edify
and demonstrate effective communication
in Tennessee State
Government.*

CLASS OF 2007 FALL

[Class Reporter Edwin Mimms Edwin.Mimms@tn.gov](mailto:Edwin.Mimms@tn.gov)

Congratulations goes out to 2007 Fall Class Alumnus and proud dad, Todd " TJ" Jordan. TJ's son Luke was the starting defensive end and special teams for the 5A State Football Champions the Columbia Lions. Luke's team overcame a lot of adversity in the season including the loss of fellow team member to cancer the day of the championship game. Luke will be continuing his football career with a football scholarship at Cumberland University in Lebanon, TN.

TJ's daughter Jayci, who is a competitive gymnast, was also the all-around Tennessee State Champion in the 8

year old PrepOp Division. Jayci edged out a win over 18 other competitors from across the state in her age division to take top honors. She had the third highest all-around score out of 113 competitors (8 - 15 year olds), which qualified her to compete on the Tennessee State Team at the regional meet in Florida. Jayci hopes to pursue her sport of competitive gymnastics at the collegiate level. Way to go TJ and the TGMI family wishes your family continued success with their athletic pursuits!

Bernadette Welch is currently the Assistant Treasurer for the Nashville Bar

Association and will advance to the Treasurer position next year.

Also, Bernadette and fellow 2007 fall alumnus Kelvin Meeks, are both in this year's LEAD Tennessee Program (LEAD Tennessee Alliance Two).

Marilou Cook's daughter has just received her MBA from Tulane and her future daughter-in-law received her nursing degree from Lipscomb University.

ARTICLE BY PENNY DAHL, CLASS OF 2007 FALL

Penny I. Dahl, President of TADE (Tennessee Association of Disability Examiners), attended the Tri-Regional Conference in Newport, Rhode Island May 3-7, 2011 for the National Association of Disability Examiners (NADE). The event consisted of many states representing the Southeast, Northeast and Mid-Atlantic regions. The speakers ranged from the major of Rhode Island to members of medical staff at Brown University. The lectures were given on some of the most recent developments in medicine. The most interesting one for her was given by Dr. Roy Aaron, Director of the Center for Restorative and Regenerative Medicine, Orthopedic Cell Biology Laboratory and Clinical Research, Brown Medical School. The information

presented could be considered in a science fiction novel only a few years ago. It involved cell regeneration from sugar molecules and the advancement of state of the art prosthetics. The organization, TADE/NADE, not only brings to their staff these great opportunities to learn new medical technologies, but also brings the opportunity to lobby for changes in the disability laws and regulations that will improve the services provided to those citizens who are too sick to work and are in need of disability benefits from the Social Security Administration.

There are ways that this organization reminds her of our TGMI family. It consists of leadership and training that you could not get anywhere else and it

brings lifetime friendships and a special connectivity to community services and personal growth. Just as TGMI keeps us informed as to what is happening in the state, NADE/TADE keeps those involved in the disability program informed of what is happening across the nation. She was honored to be able to attend this prestigious event and participate as a representative of Tennessee.

**Penny I. Dahl - TADE President
Personnel Relations Liaison
Disability Determination Services
615-743-7582
Penny.I.Dahl@ssa.gov**

CLASS OF 2008-II [Class Reporter Donna Morin Donna.Morin@tn.gov](mailto:Donna.Morin@tn.gov)

Tiffany Baker Cox has been invited to sit on the board of the Tennessee Association of Professional Mediators.

Steve Goins' son Drew recently graduated from the law Enforcement Training Academy

and is now a Deputy Sheriff in Blount County TN. He will be getting married on June 11th to Rachael Humphrey in Maryville, TN.

Steve's youngest daughter Emily graduated with honors from Sam-

ford University in Birmingham on May 14th. This fall she will begin a doctoral fellowship and teaching assistantship at the University of Arkansas pursuing her PhD in math.

**TGMI Alumni
Network Objective
#5: Nurture and sustain affiliation and camaraderie between classes of TGMI through the sponsorship of the Alumni Network.**

CLASS OF 2009 [Class Reporter Melinda Crutchfield Melinda.Crutchfield@tn.gov](mailto:Melinda.Crutchfield@tn.gov)



Mallory Brooke Johnson

Julie Lamb is no longer with TDOT and has accepted a position with a company outside of State Government.

Vicky Goodin has replaced Julie Lamb as our representative on the Steering Committee.

Melinda Crutchfield has become a Mimi for the second

time. Mallory Brooke Johnson is the new little sister to Thomas Edward Johnson, Jr.



**TGMI Alumni
Network Objective
#6: Serve as an
educational
resource to provide
a clear
understanding of
Tennessee State
government and its
operation.**

CLASS OF 2008-I [Class Reporter April Wright April.Wright@tn.gov](mailto:April.Wright@tn.gov)

Michelle Waldrep, Jay Francel and Trish Pulley graduated from LEAD TN, Alliance Two.

Eric Fowlie was part of a leadership group effort to establish a new group in State Government called PMUG, which stands for Project Managers User Group. He was then later nominated and elected as Vice Chair of the Board. If you have a Project Manager Of-

fice in your agency, please share the creation of this new group with them and if you have questions, contact Eric. He and his wife Allison also welcomed their new baby girl, Sophie Claire Fowlie on 3/31/2011. She weighed 8lbs, 6oz and was 20 inches long.

Bud Yard was spotlighted in the TDEC Newsletter article: "Joint Efforts Results in

Installation of Permanent Radiation Portal Monitor in Oak Ridge"

April Wright's daughter, Elizabeth, performed in her third dance recital this year with Hermitage Dance Academy.



Sophie Claire Fowlie



STATE OF TN DEPARTMENT OF HUMAN RESOURCES RECEIVES IPMA-HR LARGE AGENCY AWARD OF EXCELLENCE—WAY TO GO TRISH PULLEY, CLASS OF 2008-I

The State of Tennessee Department of Human Resources (DOHR) employs 44,995 individuals. In recent years, DOHR has instituted several new initiatives including: the Emergency Workforce Management Plan, which was developed to better ensure that mission critical functions and services can be performed during an emergency situation; **LEAD Tennessee**, the goal of which is to continually develop current and emerging leaders in 12 leadership core competencies, thereby creating a talent pool for state government; the Employee Reassignment Process Implementation Plan, which allows employees who are affected by a reduction in force the added opportunity to move within and between agencies of the executive branch by means of lateral transfer, promotion, reduction in rank, or lateral

classification; and the Voluntary Buyout Program (VBP), which was established to reduce the size of the state's workforce to control cost and to avoid an involuntary reduction in force.



<http://www.tn.gov/dohr/learning/award.html>

The International Public Management Association for Human Resources (IPMA-HR) represents over 100,000 human resources professionals globally at various levels of government. In April, IPMA-HR called for applications for their Agency Awards of Excellence. These awards recognize small, medium

and large agencies, based on the number of employees in the jurisdiction served by the personnel program. Additionally, the awards recognize program accomplishments and efforts

over a three-year period immediately preceding the nomination, thereby allowing consideration of cumulative as well as one-time achievements.

DOHR was selected as the 2010 winner of the IPMA-HR Award for Excellence, Large Agency! The award was received on October 5, 2010 at the IPMA-HR Annual Conference.

This is a momentous honor for the state of Tennessee, Department of Human Resources, the **LEAD Tennessee** Executive Leadership Council, and the participants of **LEAD Tennessee!**

HAVE YOU CHECKED OUT THE SPEAKERS BUREAU?

BY STEPHEN REKSTEN, CLASS OF 2008-1



One of the responsibilities of a leader in State Government is public service. While we do this as part of our jobs, on a day to day basis, it is sometimes good to get out in the field, away from the office, and share with others what it is that we do. Members of the Speakers Bureau do this by going to different Middle Schools, High Schools and Universities throughout the State of Tennessee, to talk to students about careers in State Government.

Who would have thought that I would be the face of the entire State of Tennessee Government? Not me. I'm the Purchasing Guy. I buy things for all of the State Government, so what would I know about different jobs in State Government? I was surprised. It turns out that my position, working with the different agencies across all parts of State Government, prepared me well for this kind of service. That and working with a Middle School and High School Youth Group (who happen to be my advisors, giving me tips when I get an assignment).

My first Speakers Bureau assignment was the Putnam County High Schools Career Fair. This assignment was a solo assignment (yes, I jumped into the deep end, so to say). I drove to Cookeville, to the Chamber of Commerce, where there was a large Conference Room full of tables that each business or organization set up a display on. There were folks from the Police, Fire, and EMS Services in Cookeville, local banks and other local businesses, which included a local radio station. I was armed with listings of benefits for working at the State, current job openings and helpful websites to go to for more information or to apply.

Putnam County had five High Schools on the agenda for the morning. About 200 students from each High School came through. This was their opportunity to ask questions and pick up information. While most of the students I talked with were College bound, a few were looking for work just out of High School. Those are the ones that took packets with current job openings. The College bound students wanted more information on jobs after College, so they took my packets with website information. At one point, we even played "Stump the State Purchasing Guy" where a student would say a major and I would have to answer with which agency such a major would work in. They thought they had me with "Interior Designer", but little did they know that I had just moved offices from the Tennessee Tower to Metro Center, and we worked with an Interior Designer from Real Property Administration in F&A. Being able to give "real life" examples of what folks at their jobs in State Government utilizing the different College degrees was helpful.

Not all assignments are solo assignments and not all are far away. My second assignment was in my back yard, so to say, and it was with a group of folks from TGMI. My second assignment was at the Williamson County Ag Expo Center, where all 8th Grade Students from all of the Williamson County Schools go to a Career Fair. Even though I am a resident of Rutherford County, Williamson County is right next door and happens to be where I go to church and work with a church youth group. I even asked my youth about the event and had a few of my 8th Graders looking out for our booth.

I arrived at the Williamson County Ag Expo Center, which had tables set up all around the upper level for the different organizations and businesses. State of Tennessee-TGMI, was located next to the Williamson County Chamber of Commerce and down from Grumpy's Bail Bonds (which was a very popular booth for the 8th graders, but I have yet to find out why they were so fascinated with a bail bond company). The TBI had a booth elsewhere, along with State Parks, Franklin Police, Williamson County Sheriff, and other agencies and businesses. There were lots of medical companies and banks. The booths with interaction were the popular ones. The night before, I found out from my youth group that the students were to interview a person at the booth, asking about what they did, what was fun about their job, what education was needed to get the position and a few other questions (I was the only one at my booth that had a preview of the questions as my youth were very willing to share and prepare me). The State of Tennessee booth had a variety of positions represented, as we had a lawyer, two engineers, a computer person, and a purchasing person, all from different agencies in State Government.

These are just two of the opportunities that are available to speak to the students of the State of Tennessee. Some of the speaking engagements are in a trade show format, like the two I attended. Others are in a classroom setting, with a presentation type format. There are plenty to choose from and additional speakers are always welcome to join in. If you are interested in the Speakers Bureau, feel free to contact me or check out the website for engagements at <http://tn.gov/dohr/TGMI/TGMI.html> which is kept up to date with speaking opportunities. No one person can go to all the engagements and some parts of the year are easier for some, but I am sure there is a school near you that would enjoy having you share some of what you do for the citizens of Tennessee with the students of Tennessee. You never know, you just might plant a seed that a few years down the road, leads to a new employee that will be working with one of your classmates.

I WAKE IN PLEASANT HUMOR
(The People's Work Is Not Yet Done)

TGMI Alumni
Network Objective
#8: Teach and
enrich
professionalism in
Tennessee State
Government.

TGMI Alumni
Network Objective
#10: Coordinate the
TGMI curriculum
and educational
activities with the
Department of
Human Resources
and all other
relevant State
agencies.

*In the mornings I wake from slumber
Many thoughts crossing my mind
The work day looms in front of me
The endeavor blessed to be mine
I wake up in pleasant humor
Give a kiss to my wife, my love
Say a prayer to the God who guides me
As I look high to His home above
I dress with the day before me
Ask myself, "What can I do?"
To make this a victory for those around me
For all of those like each of you
We stand together as servants boldly
Do a job not always praised
But working in our chosen vineyard
Is the calling that fills our days
"Love it or leave," some might tell you
I say, "Love what you do with all your heart"
Begin each day with "Excellence" in focus
Never separate your actions from that thought
As the world changes and seeks your party
You must stand tall and be a light
Do not be distracted by those who tempt you
Begging you come into the dark of night
Government by the people and for them
Are not just words to us who will
Be found rooted and grounded in our passion
To the needs of the people to fulfill
We are servants they call civil
We give as we receive
This nation was founded on simple principles
That we in our hearts must always believe
The pay is not the primary
Some may pose questions about our worth
I say do not curse those who deride you
Square your jaw and get back to work
Let the world see who we are as professionals
Standing one for all and all for one
We do the work of "We the People"
And "The People's Work" is not yet done*

TGMI Alumni
Network Objective
#7: Create
opportunities for
learning and
continuous
improvement in
government
operation.

TGMI Alumni
Network Objective
#9: Instruct and
foster appreciation
for innovative
management
philosophies and
effective techniques
of supervision.

TGMI Alumni
Network Objective
#11: Promote a
positive image of
state employees.

Melvin Jones, Jr., ©
March 15, 2011; edited May 11, 2011

*"We should be too big to take offense, and too noble to give it."
Abraham Lincoln*

Adopt a Highway

Tennessee's Adopt-A-Highway Program allows individuals and groups to select a segment of state-owned highway on which they will perform quarterly litter pick-ups. A sign and plaque, like the one shown below, recognizing the adopting organization is installed

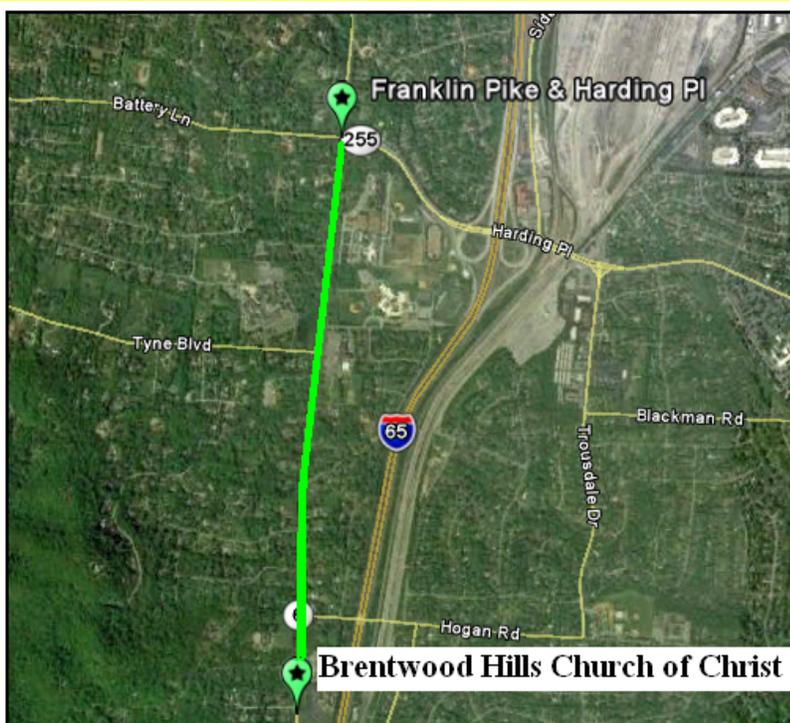
Learn more about the Adopt-a-Highway Program at <http://www.tdot.state.tn.us/environment/beautification/aahfacts.htm>

The TGMI Alumni Steering Committee would like to invite you to join us in taking an active role in preserving and protecting our state's natural beauty. A proposal to adopt a two-mile section of Franklin Road in south Nashville between Harding Place and Brentwood Hills Church of Christ was passed by the steering committee, and alumni membership showed interest. The section of highway has been assigned, and NOW WE NEED YOU!!!!



TGMI Alumni

- There is a training video online for you to watch prior to the “pick up”
- Look for information coming from Chris Harris on an exact date in August for our first scheduled pick up



Hands On Nashville Day 2011

September 24, 2011

Join more than 1,000 volunteers for our community's largest day of service to public schools. Individuals and groups are encouraged to participate. 8am-12noon - Projects at Metro Schools 12noon-2pm - CMT One Country Celebration [Click here](#) to learn more about this community-transforming event. Mark your calendar now. .

Special Event Date: September 24, 2011

The Alumni are now **LinkedIn**®

*You should have received an invitation to join
this morning, if not contact Marilou Cook*

<http://www.linkedin.com>

Mark your calendar now for these upcoming TGMI events

Please save the date for these TGMI Alumni gathering opportunities:

TGMI Alumni Sounds Baseball Game is Saturday July 16.

TGL Fall Conference, date to be announced soon

Hands on Nashville Metro Day is Saturday September 24.

Harpeth River Clean Up planned for this fall (early October).

2011 Class graduation is Wednesday November 9.

Christmas Breakfast is Friday December 2.



TGMI Alumni who participated in LEAD TN Alliance Two



Jay Francel
TGMI 2008



Kelvin Meeks
TGMI 2007



Bernadette Welch
TGMI 2007



Michelle Waldrep
TGMI 2008



Mia Vickers
TGMI 2007



Tremecca Doss
TGMI 2009



Donna Duarte
TGMI 2001



Lori Cain
TGMI 2006



Patti Bell-Norris
TGMI 2009



Rick S. Pharris
TGMI 2004



Lloyd Craig
TGMI 2005



Jimmy Bivens
TGMI 2009