



2013 Tennessee Government Leadership Council

The Department of Human Resources is pleased to announce the leaders selected to be members of the 2013 Tennessee Government Leadership (TGL) Council. The TGL Council is a consortium of alumni leaders from LEAD Tennessee, the Tennessee Government Executive Institute (TGEI), and the Tennessee Government Management Institute (TGMI). The TGL Council exists to provide strategic guidance in continual improvement opportunities for leaders in Tennessee state government.

2013 Council Members:

- Dorinda Carter – TGEI, LEAD Tennessee
Department of Correction
- Stephanie Dedmon – TGEI
Business Solutions Delivery
- Tammy Golden – TGEI
Printing and Media Services
- Richard Kennedy – LEAD Tennessee, TGMI
Commission on Children and Youth
- Tom O'Brien – LEAD Tennessee
Department of Intellectual and Developmental Disabilities
- Lynette Porter – TGEI
Council on Developmental Disabilities
- Brigitte Tubbs-Jones – LEAD Tennessee, TGEI
Department of Human Resources
- Andrea L. Wilson – LEAD Tennessee
Department of Safety and Homeland Security
- Patricia H. Chatman – TGEI
TN Housing Development Agency
- Susan Dill – TGMI
Edison ERP
- Sindy Parker Gregory – LEAD Tennessee
TRICOR Business Excellence
- Casey Mahoney – LEAD Tennessee
Department of Environment and Conservation
- Julie M. Perrey – LEAD Tennessee, TGEI, TGMI
TRICOR Government and Community Relations
- Lee Ann Smith – LEAD Tennessee
Criminal Justice Programs
- E. Ross White – TGMI
Consumer Affairs
- Mark E. Woods – LEAD Tennessee
Department of Transportation

Dates and times for 2013 Council meetings

March 11, 2013	2:00 – 3:00 p.m.	April 15, 2013	2:00 – 3:00 p.m.
May 13, 2013	2:00 – 3:00 p.m.	June 10, 2013	2:00 – 3:00 p.m.
July 15, 2013	2:00 – 3:00 p.m.	August 12, 2013	2:00 – 3:00 p.m.
September 9, 2013	2:00 – 3:00 p.m.	October 14, 2013	2:00 – 3:00 p.m.
December 2, 2013	2:00 – 3:00 p.m.		





Tennessee Government Leadership Council Committee Assignments

Communication:

Dorinda Carter
Stephanie Dedmon
Lee Ann Smith

Systems Thinking:

Tom O'Brien
Andrea Wilson
Mark Woods

Engagement:

Patricia Chatman
Julie Perrey
Brigitte Tubbs Jones

Vision:

Tammy Golden
Richard Kennedy
Sandy Parker
Lynette Porter

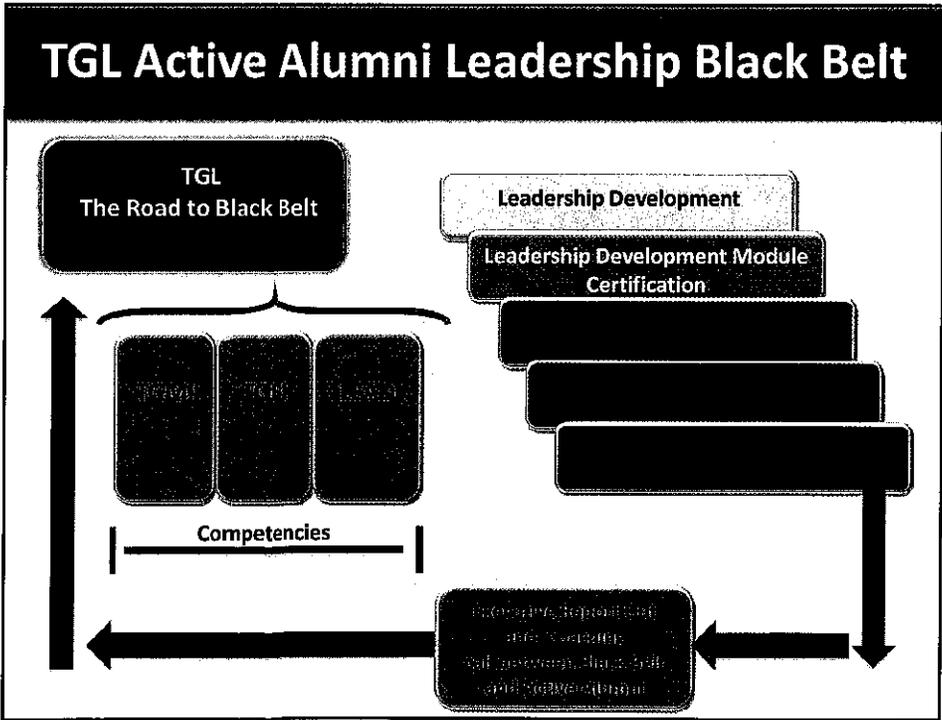
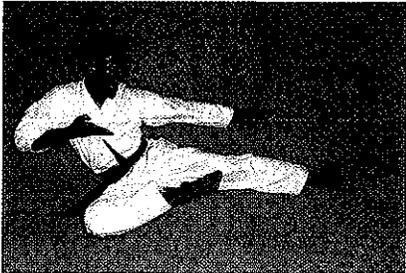
Forward Focus:

Susan Dill
Casey Mahoney
E. Ross White

TGL Active Alumni Leadership Black Belt Mission

The Goal of the TGL Leadership Black Belt is to inspire every active alumni member to achieve Leadership Black Belt excellence by:

- Leadership Development
- Leadership Development Module Certification
- Community Service (internal)
- Community Service (external)
- Mentorship





Tennessee Government Leadership

New Direction for Leadership Development



Tennessee Government Leadership

- **DOHR provides oversight to maintain integrity of the overall distinct vision of each initiative individually and collectively serving the state's purposes**
 - **LEAD Tennessee is a pipeline of current and emerging leader moving through 12 months of intense, high impact development in 8 leadership core competencies, thus building bench strength within agencies and creating a pool of leadership talent for the state.**
 - **TGEI is a two-week residential executive institute that provides senior-level managers in Tennessee state government the opportunity for academic study and learning in executive responsibility and cross agency networking designed to enhance the individual skills of senior managers.**
 - **TGMI is a two-week residential management institute that provides mid-level managers in Tennessee state government with the opportunity for academic study, learning in practical management skills, and cross agency networking to enhance the individual skills of middle managers.**





Tennessee Government Leadership

- **Messaging Opportunities**
 - Spreading the vision
 - Sharing the Governor's message
 - Creating a mechanism for change
 - Providing a venue for a statewide think-tank
 - Providing ready access to state leaders who are engaged



Tennessee Government Leadership Council

Monthly Leadership Council Meetings

- Purpose is for collaborating in the following 5 strategic areas:
 1. Vision
 2. Communication
 3. Engagement
 4. Systems-Thinking
 5. Forward-Focused





Vision

- Provide a variety of continuous leadership development opportunities for alumni of TGEI, TGMI and LEAD Tennessee
- Create the leadership black-belt program for alumni
- Promote a state of excellence, (i.e., Tennessee Center for Performance Excellence)



Communication

- Form statewide leadership networks
- Create regular contacts across agencies with leaders
- Improve communication –comes from the top down (Governor's office)
- Hold regional leadership forums to promote top issues
- Media coverage for positive outcomes





Engagement

- Be accountable regarding deployment of initiatives
- Upfront and honest with state employees
- Empower employees who are excelling
- Lead by example
- Feature positive “stories” of state government employees who are making a difference



Systems Thinking

- Positive Customer Focus Initiative
- Vocalizing and implementing the Vision
- Government Transparency
- Support initiatives regarding T.E.A.M. Act (recruiting, retaining, rewarding)





Forward Focus

- **Government Culture Change**
- **Status Quo is No Longer the Normal**
- **Become Effective and Efficient**



Tennessee Government Leadership Council

- **Each strategic area is a topic of statewide alumni development opportunities**
- **Create a quarterly leadership newsletter featuring statewide activities in the five strategic areas**
 - **Create an inter-agency communication platform**
 - **Exchange innovative ideas in state government leadership**
 - **Feature agency leadership best practices**





Tennessee Government Leadership

- Tennessee Government Leadership (TGL) becomes another vehicle through which the Governor's office can promote leadership development.
- TGL becomes a champions for state wide cultural change in areas such as Customer Focus, S.M.A.R.T. Performance Planning, Performance Coaching and Policy Administration, etc.






Tennessee Government Leadership

- DOHR serves as the center for promoting statewide Leadership Excellence
 - Annual Awards that recognize agencies as Centers of Leadership Excellence [The Governor's Leadership Excellence Award]
- DOHR facilitates with the TGL Council the development of the Annual Tennessee Government Leadership Conference



