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Class introductions of TGMI
Class of 2012



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Word from the Chair article
from Marilou Cook



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Announcement of class
officers and brief article from
class



TGMI

Tennessee Government Management Institute

Issue 1 / Volume 8 / Year 2012

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.

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

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 neces-

sary to lead and sustain organizational effectiveness and efficiency in dealing with these challenges.

“ TGMI Alumni make a difference within State Government ”

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

TGMI Class of 2012



Ellen Abbott
Tennessee Department
of Mental Health



Christopher Armstrong
Department of Transportation



Jeff Bailey
Comptroller of the Treasury



David Bauer
Tennessee Treasury Department



Michael Begley
Bureau of TennCare



Jeni Brinkman
Department of Environment
and Conservation



Ed Coleman
Department of Agriculture



Vicky Coleman
Department of Intellectual
and Developmental Disabilities



Susan Dill
Finance and Administration



Barbara Doak
Department of Commerce
and Insurance



Amanda Fisher
Board of Probation
and Parole



John Fisher
Department of Correction



Ken Flynn
Department of Transportation



Tina Fox
Board of Probation
and Parole



Mary E. Hall
Tennessee Rehabilitative Initiative
in Correction (TRICOR)



Kim Harmon
Tennessee Bureau
of Investigation



Gregory Hawkins
Department of Commerce
and Insurance



Tonya Hunt
Department of Safety
and Homeland Security



Vicky Hutchings
Department of Safety
and Homeland Security



Lisa Kent
Department of Intellectual
and Developmental Disabilities



Kaci Lantz
Tennessee Treasury Department



Mike Lyttle
Tennessee Bureau
of Investigation



Antonio Meeks
Department of Human Resources



Rick Morris
Tennessee Wildlife
Resources Agency



Steve Neighbors
Tennessee Housing
Development Agency



Nneka Norman-Gordon
Comptroller of the Treasury



Stephanie Penney
Department of Human Resources



Floyd Price
Bureau of TennCare



Glen Pugh
Department of Environment
and Conservation



Sharon Putnam
Administrative Office
of the Courts



Amy Rader
Department of Human Services



Ann Salyers
Tennessee Housing
Development Agency



Darlene Scott
Department of Correction



Alex Shubmann
Department Finance
and Administration



Jeff Troxell
Department of Human Services



Amy Watson
Tennessee Military Department



TENNESSEE GOVERNMENT MANAGEMENT INSTITUTE



Nashville Sounds TGMI Alumni Night with the Nashville Sounds

VS



Reno Aces

Saturday, August 11th,
2012 @ 6:35pm

Enjoy a night of
high –quality
Triple-A baseball with
your family and friends



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

For the low price of
\$10/ticket

Tickets must be ordered by
8/6/2012

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

2012 TGMI Alumni Order Information

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

For the Group
Username: TGMI8112
Password: alumni

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



Marilou Cook
Class of 2007

is made up of Committees that address all the key points of our Mission – and yes, it still needs work. We have tried to get more “electronic” – fewer emails and more postings. We have had 100 people sign up to be part of our TGMI LinkedIn site. We have a Communication group that meets quarterly to talk about what the various classes might like or need to see and hear. Though it is comprised mainly of the Class reporters, it is open to all alumni to take part. Their goal has been to reach out in every way they can. Two classes are now doing Class Newsletters. We have a Community Service group that proposes projects for the betterment of the community – Habitat builds, River and Highway clean-ups, Zoo support, etc. – it’s open to all alumni. We don’t get too many volunteers, but would love to get ideas about what other ways you’d like to see TGMI give back to the Community. The Business and Events group plans all Lunch and Learn activities, Holiday Breakfasts, Orientation programs and related business programs. All alumni are invited to participate and offer suggestions. We’ve had some great programs and participation is increasing all the time – we had a high of 30 attend Commissioner Cates speak about T3 (Densification). This is a great way to find out what is happening at the State and your ideas are most welcome by this committee. We have an Education and Training group that coordinates the Speaker and Mentoring Bureaus, conferences, seminars, and training classes – always open to all alumni for suggestions and assistance. Both our bureaus need volunteers. In years past we’ve had so many requests for speakers that we have not been able to serve them all. This is such a great way to get into the communities and spread the word about the great and wonderful workers we have at the State who are doing an exceptional job of serving the citizens. And, finally

the Social Committee that has gone above and beyond to set-up events in Knoxville, Nashville, and Memphis that include sports, mixers, outings, everything and anything that can be a gathering event for friends and co-workers. We have polled, surveyed and vetted all kinds of ideas from family gatherings to after-hours networking events. Any ideas are welcomed and we will always try to accommodate – are you getting the theme of this article yet??

We post our minutes, our newsletters and our event dates. We use emails, LinkedIn, the DOHR website – we continue to look for ways to communicate to everyone who ever was associated with TGMI. And, yet, for all our efforts, we get 10 or 11 alumni who come by. We had 20 for



the Memphis Redbirds, and 30 for Commissioner Cates T3 presentation and 15 for a Predator’s game.

So, what are we doing wrong? What are we missing? In our surveys, you say you want to participate, yet, we don’t see you. One Steering Committee member suggested a visit to each of our classmates in person, just to see if they are still here – is anyone out there? We are 400 strong, but we are dwarfed by the TGEI group of 1000 alumni, and the LEAD Alumni are closing in fast with their 100 participants a year. We are the most organized and active of the organizations and we want to remain the BEST Clas-

Word From the Chair



Once again, I find myself in the unalienable

position of writing some words of wisdom – I should have paid more attention in those two journalism electives I took in college. What makes it worse, is that I am following in the footsteps of two professional orators – both Jon Zirkle (Chair, 2010) and Ross White (Chair 2011) who could deliver an uplifting idea with the best.

So, I racked my brain about what do I want the Alumni to know. Well, first, I want them to know that this is their organization; a group that they were hand-picked to join. TGMI is where we, as leaders can grow, develop, and expand our knowledge

We have a responsibility to mentor our colleagues, to aid our staff in doing a great job for the citizens of this state, to share our knowledge, and most importantly to participate for our own edification and personal growth. The Steering Committee has worked very hard to make participation a goal for the Alumni. As leaders, we sometimes have to do the heavy lifting, and take the time to network, share and learn.

While we have not made it an official platform for 2012, it is always high on our list to increase participation. We wonder, when we hear things like – “I would have come, if I had known”, or “I wish you had planned more\different events\projects\outings”..., – are we doing enough to get you involved? The Steering Committee

Chair article

Integrating Social Media

NETWORKING

If you have not yet joined our page on LinkedIn, please do so. You can access it at:

ACCESSABILITY

http://www.linkedin.com/groups?gid=3957026&trk=hb_side_g

AWARENESS

“ Par-tic-i-pa-tion – contribution, input, sharing, involvement, membership. It’s what the Tennessee Government Institutes are about. ”

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ses ever. We can’t do it without your presence. We have a new perspective from the Strategic Learning Solutions of DoHR this year. That department is now part of the Executive Staff of DoHR and is working feverishly to put the Alumni Conference together. We’ll be asking for people with enthusiasm and a never-ending energy to help with this huge event. We also need your input for Continuing education of our leaders – what would get you to take yourself away from your desk for a day? “How to work with Difficult Employees”, “How to Improve employee Performance”, “How to order needed items through Procurement”, “How to Partner with your Boss”??

Par-tic-i-pa-tion – contribution, input, sharing, involvement,

membership. It’s what the Tennessee Government Institutes are about.

So, mark your calendars – Steering Committee Meetings every 2nd Tuesday of the Month – Data Center North Conference Room #2 – 2:00pm (you can even join by Video!); Communication Committee meetings 4th day of the Month every Quarter (June 4, September 4, January 4). Sounds Game

August 11. Links: DoHR- <http://www.tn.gov/dohr/TGMI/TGMI.html>

And, on the next page in this newsletter – if you’re still reading this - are the names of your Steering Committee representatives – reach out and really join the TGMI Classes Alumni Association. Keep us, the Best Classes Ever! Because, without all you do, we could not move Tennessee Forward.

Blast from the past, Class of 2007

Blast from the past, Class of 2007



2012 Steering Committee



Past Chairperson
E. Ross White
Class of 2006



Chairperson
Marilou Cook
Class of 2007



Vice Chairperson
Debbie Rivers
Class of 2006



2010 Class Member
Debbie Knox
Department of Finance & Administration



2010 Class President
Victor Barnes
Department of Human Services



2011 Class President
Mike Blade
TN Housing Development Agency



2011 Class Member
Jason Conner
Comptroller of the Treasury



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



At Large Member
Mark Patterson, Class of 2000
Department of Transportation



At Large Member
Melinda Crutchfield, Class of 2009
Comptroller of the Treasury



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



TGM 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>

FOR IMMEDIATE RELEASE
Tuesday, June 12, 2012

Contact: John McManus
Tennessee Department of Human Resources
Office: (615) 532-7685

TN Department of Human Resources Awarded Top Honors from HR Excellence Program
State Government Praised by Business Leaders for Best Human Resource Practices

NASHVILLE – The Tennessee Department of Human Resources has been awarded two ‘2012 HR Excellence Facet Awards’ by the Nashville Area Chamber of Commerce and the Middle Tennessee Society for Human Resource Management. The awards recognize the department for its outstanding performance in the areas of HR Strategy and Organizational Learning & Development.

“I’m extremely honored that the Tennessee Department of Human Resources was chosen by business leaders in the Nashville area to be recognized for our strategic programs and innovative strategies,” said Human Resources Commissioner Rebecca Hunter. “State government is in the process of implementing the best possible HR practices, and I’m humbled that top business leaders chose to recognize our efforts to transform the workforce of state government into the most effective and efficient engine for the citizens of Tennessee.”

The HR Excellence Facet Awards are presented to the Tennessee Department of Human Resources at a transformational point in state government. In April of this year, Tennessee Governor Bill Haslam signed into law the groundbreaking TEAM Act, updating state government’s employment system to recruit, retain, and reward the best and brightest state employees to serve Tennessee taxpayers in the most customer-focused, efficient, and effective way. The new law reforms the civil service system created in 1939 by improving the state’s hiring practices, performance evaluations, appeals process, merit pay options, and the reduction in force process.

“The taxpayers of Tennessee have reason to be proud of their state’s incredibly impressive Department of Human Resources, now recognized by business leaders in the private sector for its outstanding practices and remarkable results,” said Deputy Governor Claude Ramsey. “Once again, Tennessee state government is setting an example of excellence that we can all be proud of.”

“I’m incredibly fortunate to have one of the most dedicated and strategic teams in state government,” said Human Resources Commissioner Rebecca Hunter. “These awards would not have been possible without the hard work, commitment, and extraordinary teamwork of everyone here at the Department of Human Resources.”

The Tennessee Department of Human Resources is charged with providing innovative human resources leadership and solutions through effective and efficient workforce management for state government’s diverse array of departments and agencies. Tennessee state government is the largest single employer in the state, employing nearly 45,000 dedicated individuals. The Department is responsible for meeting the needs of employees in all of Tennessee’s 95 counties serving in more than 1,400 different types of rewarding state careers.

For more information on the Tennessee Department of Human Resources, please visit www.tn.gov/dohr.

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For the eighth year running, the TGMI Habitat for Humanity community service project was held March 31, 2012 at the Park Preserve subdivision north of Nashville. Even though the TGMI volunteer turnout was low, the project was a success again with the team helping to keep the work on the house ahead of schedule and all that attended had a good work day with wonderful sunny, hot weather with near record highs for March.

I again contacted Matt Hawkins with Habitat for Humanity in January 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. In February he sent out an email with a request for 15 volunteers from our group to set our goal for the project. Unfortunately we couldn't



March 2012 Habitat for Humanity TGMI Community Service

meet that goal this year.

We participated in day five of the eight days of construction on a house for a new owner that we met on



site. Her name is Maris Williams. She and her family are very excited to get into their new house. Habitat has contractors on site supervising the build and providing tools and they work rain or shine. Our four TGMI volunteers partnered with students from Vanderbilt University to help get the day's tasks completed. The house we

well as hanging all the doors and got a good start on the trim work for Sunday's crew to complete.

The 4 volunteers that participated on the build day included personnel from four departments of state

government and consisted of four TGMI alumni from three classes.

We started out bright and early at 7 AM as usual. Everyone got on task after some detailed training by the onsite supervisors and all the tasks but the trim work were completed by the end of the day. The day ended around 3:30 and was much warmer than the usual March day in Tennessee. It was a very fulfilling day on site as usual for a Habitat project with most of us getting to apply skills and knowledge learned on past projects. First time participant Sherita Woods from F&A picked up the tasks at hand quickly and was a big contributor this year. Thanks to her for participating.

were assigned to for the day was sponsored by Pure Safety and Kirklands. The combined groups did lots of cleanup and priming and painting inside getting all three coats done in the time allotted as

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.

If you would like to set up a time



for a small group to volunteer on a build day or at the Habitat stores or tutoring prospective home owners, contact Jon Zirkle at TDOT or Mr. Matt Hawkins at 254-4663 ext 238.



2012 HWRA Harpeth River Tree Planting Project



TGMI Community Service Project

BY Jon Zirkle, Class of 2003

TGMI was fortunate to have the opportunity to participate in the 2012 Harpeth River Watershed Association (HWRA) Harpeth River tree planting project. March 17 was the date settled on in late February with Mr. Scott Chapin of HWRA. Ms. Jane Polansky the TDEC Scenic Rivers Coordinator referred us to the HWRA for the opportunity to participate in this much needed project. The Harpeth River and its adjacent property owners are still struggling with the loss of trees and property from continual bank erosion from the flood in May of 2010. Planting trees helps prevent further bank erosion and helps with sediment and temperature issues in the river itself and air quality as well. Our target for TGMI volunteers was five but with the shorter than usual notice and a busy spring only one volunteer from the class of 2003 was able to participate. There were however a total of about 40 volunteers including a couple scout groups, Vanderbilt Students, and local property owners. 1200 trees were planted on this sunny, warm day down by the river in Cheatham County.



HWRA has planting and river bank stabilization projects going throughout the spring and summer and contact info can be found at the HWRA website if you have a scout group or church group that might like to participate. Their website is www.harpethriver.org

TGMI Christmas Food Drive

BY Melinda Crutchfield, Class of 2009



TGMI Alumni collected 589 pounds of canned and other nonperishable food items during our first food drive to support Second Harvest Food Bank.

During our annual TGMI Christmas Social, each class was provided a specially decorated food storage box, provided by Ms. Georganne Martin, for collection of the items. The class that donated the most food was officially labeled "The Best Class

Ever" for 2012. The coveted title was bagged by the Class of 2009, who will hold the title until the next food drive in December 2013.



Have you checked out the Speakers Bureau? By Stephen Reksten, Class of 2008-I



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.

Class Updates

2000

Kathy Hartman says: Jason Hartman is graduating from the University of Tennessee on May 11, 2012, with a major in mathematics and a minor in business administration. He plans to settle in Nashville and begin state employment in the Department of Finance and Administration. Greg Hartman is completing his sophomore year at the University of Tennessee and has accepted an internship with Enterprise Resources, which will focus on financials, marketing, logistics, and customer service.

Steve Hawkins: On April 18, 2012 Commissioner Karla Davis appointed Steve Hawkins to the position of Administrator of the Tennessee Occupational Safety and Health Administration (TOSHA). Steve has been with the agency since 1986. In his new position he is responsible for all aspects of the TOSHA program.

Commissioner Davis stated "It has been my pleasure to work with Steve over the last 16 months and a pleasure to promote him to the Administrator position. Steve's dedication to ensuring the health and safety of working Tennesseans is immeasurable."

2002

This year, the Class of 2002 will celebrate our 10th anniversary. During that time, we have experienced promotions, retirements, and actions that have taken dedicated employees from their departments. We have had additions to our families, and seen changes in the direction of Leadership training in Tennessee. Through it all, we have stayed true to what we learned and all that we brought to the table 10 years ago. Managers in the State of Tennessee compare to Managers and leaders in all of government, as well as in the private sector; in our motivation, our dedication, our knowledge and abilities, and our professionalism. We thank the Department of Human Resources and the University of Tennessee, for all they gave to us, and have allowed us to share with those we work with and those we serve.

Tim Beck—Tim, who maintains a very funny blog at <http://tobey100.hubpages.com/>, is now a published author, with "The Deerflat Chronicles-Volume 1." The book is available in e-book format on Amazon at <http://www.amazon.com/dp/B005BR1KTM>. It is also available in paperback at: www.amazon.com/The-Deerflat-Chronicles-Volume-1/dp/1477401024/ref=sr_1_2?s=books&ie=UTF8&qid=1337625589&sr=1-2.

Let's all support Tim. He is very talented!

Sheryl Holtam--Over the Memorial Day weekend, Sheryl and her husband Raleigh attended the high school graduation of her nephew Justin in Dobson, NC. Her nephew graduated with honors, despite having battled cancer for two years. He is about to wrap up his last chemotherapy treatment, and will be attending college in Arizona in the fall. We congratulate this young man for his accomplishment and for being a wonderful example to us all. Please join us in wishing him the best in college and beyond!

Melvin Jones, Jr.—Melvin and his wife Darlene, welcomed their second grandchild on March 7, 2012. Miss Kourtney Unique Hollis was born to their daughter Felicia and her husband Corey. Kourtney has a big brother Preston who is already her protector. They also welcomed their third grandchild, Shaniya Janease Jones, born to their son Christopher and his wife Shay, on June 16, 2012. The family is growing and growing.

Chris McKeever--Chris ran the Country Music Half Marathon on April 28th, completing the 13.1 miles in 2 hours and 22 minutes. This was her first half marathon ever, and, "She is still floating." She has plans to continue her running in the Lady's Speed Stick-Women's Half Marathon in September. Keep on running Chris.

Darrell K. Moore—Darrell has been elected President of the Tennessee Chapter of the American Society for Public Administration (ASPA) for fiscal year 2012-2013. He will be working with the Chapter Council to plan and implement chapter events and activities, the major one being the Annual Symposium in December 2012. ASPA's mission is to be the country's lead public service organization, by advancing the art, science, teaching, and practice of public and nonprofit administration. The organization provides networking and professional development opportunities to those committed to public service values. ASPA also works to achieve innovative solutions to the challenges of governance. Good Luck Mr. President!

2004

Everyone seems to be so busy these days with agency top to bottom reviews. Our classmate Tracy White has made a happy move to the Department of Health as their Director of Operations and Infrastructure. Her daughter Emily will be graduating with a degree in Education next December and will soon be doing her practice teaching. Her son Charlie is 11 years old now and doing very well in 5th grade at St. Ann's School. I retired last fall and am back part-time on the 120day/yr. allowance. My granddaughter Brittany will be graduating from Milan High School in a few weeks and heading off to UT Martin in the fall. Other granddaughters Kristen and Jordan are killers on the volleyball courts. Grandson Jay has it eyes now on golfing to add to the baseball, football and hunting that he loves. Charles Bryson came through with a CD of our class pictures during weeks 1 & 2, so look for these to be up on the big screen at Fall Conference and our Holiday Breakfast. No one seems to know the whereabouts of "Big Mo" so it looks like he's MIA. I encourage everyone being a part of any of the TGMI community action events that fits into your schedule as it's a great way to give back to our communities and stay involved with your TGMI alumni. Quote to share: "When one door closes another opens; but we so often look so long and so regretfully upon the closed door that we do not see the ones which open for us." **Alexander Graham Bell**

Class Updates

2006



The first TMGI 2006 baby in his first T ball game! Will Moss turns 5 in June.

This photo was made at Will's baby



shower hosted by the TGMI class of 2006. Poor Tom looks kind of tired!

Nicole Lucas welcomed her second child on Friday April 27, 2012. Alicia Grace Lucas was born on 4/27 @ 9:59am weighing 7 pounds 12 ounces and 20 inches long. Big sister is Olivia Danielle

Patrick Smith and Lisa Walker wel-



comed "California born" grandson, Roman Christopher Roberts, on his first trip to Tennessee in April, 2012!

Billy Trout's first grandchild is expected to arrive on or around 12/12/12!



Random 2006 Class Photos



2007

Congratulations go to Mia Vickers who graduated from LEAD TN (known as LEAD II) in December 2011. Way to go Mia!

Mike Robertson was named as Interim Director of State Park Operations (TDEC) on 2/21/12 and will continue to serve as West Tennessee Parks Area Manager. Mike has more than 25 years with Tennessee State Parks, including service as a Park Ranger at Big Hill Pond, Bledsoe Creek and David Crockett. He was promoted to Park Manager at Tims Ford in 2001 and was named Middle-West Tennessee Regional Manager in 2009. He was most recently named West Tennessee Parks Area Manager when the state parks' regional system was divided

into two main areas. Good job Mike!

With great sadness we report that Cindy Greene recently lost both of her parents. Her father passed on January 23, 2012 after a two year battle with pancreatic cancer and her mother, passed shortly afterward, on April 17, 2012 after battling COPD and congestive heart failure for many years. They were married 2 weeks shy of 55 years. Cindy is an only child. Please keep Cindy and her daughters in your prayers.

Also, Robyn Probus lost an uncle and cousin (18 years old) in tragic roadside car accident involving a drunk driver on February 25, 2012. Please keep Robyn and her family in your prayers.

Class Updates

2008-I



Carolyn Head was promoted to the position of Assistant Director of Section 8 Contract Administration in THDA.

Michelle Waldrep was named Assistant Commissioner in DHS.



Terry Malone was accepted to the third alliance of LEAD Tennessee.



Trish Pulley has been promoted to be a member of Commissioner Hunter's executive team. She said "this is truly an honor to have Learning and Development now represented at the executive table for all of state government."



Cindy Patton received a promotion to the Regional Director of External Affairs in Department of Environment and Conservation.



April Wright is engaged. April and Richard Romero will exchange wedding vows September 1.



2008-II

Eric Van Allen has a new daughter. Sunny Lucille Van Allen was born March 18th at 6:57 p.m. She was 21 inches long and weighed in at 7 lbs 14 oz. Baby, mom, dad and big sis are doing fine.



Steve Gatlin retired from state government in April. He will be keeping busy by spending time with his first grandchild. Jeremiah was born June 9th. He weighed 8 lbs 10 oz and was 22 inches long. Congratulations to Steve and the entire Gatlin family!



2009

Brent Rumbley, CPA, CISA, CFE, has been promoted to Legislative Information Systems Audit Manager, for the Office of the Comptroller of the Treasury, Division of State Audit. In his new position as manager, Brent is responsible for Information Systems audit work performed in support of the Comprehensive Annual Financial Report Audit (CAFR) and provides data retrieval and computer forensics services to state agencies, supports other divisions within the Comptroller's Office, and supervises 12 staff.

Class 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. Listed below are the class reporters for each class.

Class of 2000—Chuck Holland

Class of 2001—Donna Duarte

Class of 2002—Melvin Jones

Class of 2003—Don King

Class of 2004—Patsy Grooms

Class of 2005—Beth Pugh

Class of 2006—Lisa Walker

Class of 2007—Summer—Cynthia Greene

Class of 2007—Fall—Edwin Mimms

Class of 2008—Session I—April Wright

Class of 2008—Session II—Donna Morin

Class of 2009—Melinda Crutchfield

Class of 2010—Candy Williams

Class of 2011—Dawn Taylor

Class of 2012—Jeni Brinkman

It was a weeknight...

By Debbie Rivers

It was a weeknight, I'd ended up leaving work later than anticipated, and I was rushing to get to the State Park to help with the TGMI cookout for the incoming class. My thoughts were tired, my mood depressed, and I kept wishing I hadn't committed to do this. Getting out of downtown traffic was a bear, and did not improve my overall attitude. I found myself fixating on all the things I was leaving behind at work that still needed to be done and began to once again wonder why I was still doing this job, why I'd committed to help with this task.

The recent change in leadership at the State and the directions we were getting from our new Commissioner were difficult and were creating anxiety within my division. I kept finding myself unable to provide the answers and assurances my staff wanted to hear from me – I didn't know what was going to happen and my repeated requests to have patience and keep trusting that things would settle down were beginning to sound hollow. "Change comes slowly at the State", I'd often heard, but this time it appeared to have come fast and I realized that I was having a hard time adapting.

As I got off the interstate and started down the back roads of Tennessee toward Montgomery Bell, I began to think about TGMI, about the experiences and emotions that experience had provided. The year I attended TGMI had been a very difficult time in my life – the last year of my husband's life, in fact, and

it had been one hospital trip after another throughout that year. In hindsight, I realized it was almost a miracle that I'd actually been able to attend both weeks without a health issue pulling me away. My mood was positively bleak now.

Turning into Montgomery Bell park, I turned off the perpetual bad news on the radio, rolled down the windows and slowed down the car. Breathing in the rich smell of growing things, taking in the green brilliance of the leaves in spring, feeling the warmth of the sun on my arm and face, I suddenly realized what a gift the parks were. Tennessee is a beautiful state, full of rich history, seemingly infinite varieties of plant life and wildlife and just like that my dark mood lifted.

I went to the hotel because I could not remember where the picnic was being held, and was drawn back to the memory of the week of TGMI we'd spent at this facility – I remembered the obstacle course and how we learned that together as a team we could accomplish much. I remembered the picnic and being on the receiving end of this event and meeting Alumni from prior years and realized that now I was in that position of seniority and leadership and had a chance to give back to those who were new to the experience.

Driving around to the picnic area, I saw one of my former TGMI classmates, gave her a big hug and thought how remarkable it was that 6 years after our two week event, I still had a connection with people I



rarely saw. But we all had one thing in common – we all had been part of something life changing and career changing. We'd all wanted to make a difference!

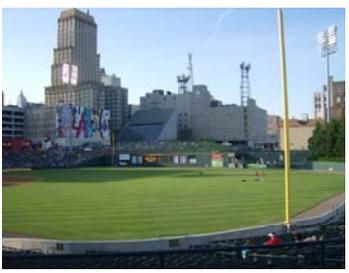
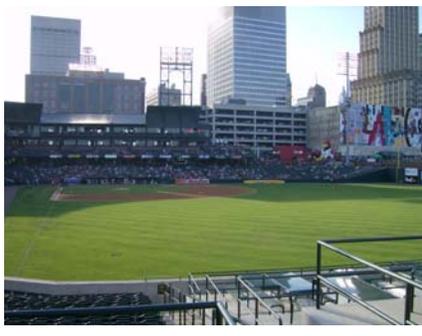
Dr. Tom joined us, and other Alumni started to arrive and helped greet the new class members and then we all started to help each other get the food prepared, and I noted how willing the hands were, how eager everyone was to contribute. Over dinner, we discussed the challenges we faced at work, we shared our concerns and worries, and we supported each other. As I looked out over the lake once everyone was gone, I realized that once again TGMI had given me a gift – it had revived my hope and started to fan the low burning embers of the passion I'd let fade. No, my classmates did not have the answers to my worries, but they had helped me to bear the burden, extended a willing hand, and reminded me why we do this job – because we are from the Volunteer State, because we are Tennesseans, and we do this to support what we love.

“ I realized that once again TGMI had given me a gift ”



Memphis Redbirds Baseball Game

The alumni went on a road trip to Memphis to see a Memphis Redbirds game.



Something's Burning! By Carolyn Head



During the 9 PM news on Memorial Day, a breaking news report caught my attention - apparently, a fire had occurred in the Parkway Towers office building on James Robertson Parkway - the private office building that houses Pardons and Paroles, the Davidson County Public Defender's Office, the Law Offices of Bart Durham, Tennessee Housing Development Agency (THDA), and numerous others. I initially assumed it was another car fire in the parking garage, having experienced two evacuations of the building in the last six months for this reason.

Not so! This time there was an electrical fire in the lower level (basement) area of the building that had quickly spread upwards through the mechanical chase as far as the sixth floor of the parking garage (the majority of the office space begins on the 10th floor). A chain reaction quickly followed: the fire activated the sprinkler system, which drenched a transformer or two, and those transformers exploded, further complicating things. Obviously, the electricity went down, along with telephone lines, fax lines, etc. for the entire building.

To make a long story short, THDA and its building-mates were office-less! THDA immediately activated the initial stages of its business continuity plan (BCP) by notifying all employees early in the morning hours (5:45 AM for me) that the building had been closed and no systems were operational. Our first-rate IT staff members were on the scene as soon as possible and began planning for the possibility of full activation of the BCP, including startup of the off-site server to allow staff to utilize the VPN. This would enable many of us to access THDA systems and work from home while others could work from the business continuity space located in our satellite office in Madison.

On Tuesday afternoon, THDA's Executive Director decided to fully activate the business continuity plan. IT staff worked around the clock to make this happen and by noon on Wednesday, our systems were accessible, including telephone service. Those with laptops worked from home and designated others travelled to the Madison Office to ensure there was no extended interruption of services provided by THDA.

We operated in this mode the remainder of the week and were advised mid-morning on Monday, June 4th that Codes was allowing the building to reopen, albeit powered by generators. The BCP bridge line advised all employees to report back to work no later than Tuesday.

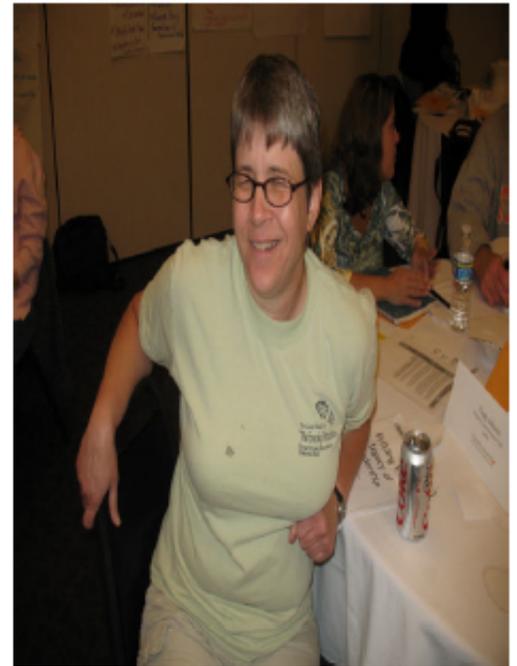
At this writing (June 7th), the building is still being powered by generators and ATT has not yet completed restoration of the regular telephone lines that provide our fax capabilities. We have become accustomed to stepping over the huge power lines running down the stairwells and through the hallways. The "burned-tire" smell in the elevators is fading away. We bring our lunches in coolers because the six-day power outage destroyed our refrigerators. Our largest conference room in the lower level of the building re-opened today. THDA has now endured wind (the great tornado of 1998), water (the great flood of 2011), and fire (the great fire of 2012) to accomplish its mission of "Leading Tennessee Home". We will survive!

In Memory of our friend, Ms. Cindy Johnson

JOHNSON, Lucinta Maria "Cindy" passed away on May 13, 2012. Cindy is survived by her parents, Oscar and Judith Johnson of Prattville, AL (formerly of Newport, TN) and two sisters, Jamie Witter of Birmingham, AL and Jennifer Rosenzweig of Tallahassee, FL. Other loved ones include her nephews, LCpl Mitch Witter, USMC and Max Rosenzweig, and nieces, Ellie Witter and Eva Rosenzweig. Born in Wiesbaden, Germany and having lived in Japan and Greece, as well as Denver, CO and Crofton, MD, Cindy always loved family visits to Tennessee, and eventually made it her home. She thought it was the

most beautiful place in the world. Cindy was an employee of the State of Tennessee in the Commercial Driver's License Division. In addition to enjoying her job, Cindy was an active member of her church, Brentwood United Methodist Church, the Tennessee Trails Association hiking group, and Murfreesboro Bike Club. Other passions included bowling, golfing, volunteering with Habitat for Humanity, and inmate mentoring with TPFW. She was also a dedicated Mom to her two beloved dachshunds, Rags and Moe. Cindy cherished the time she spent with her friends laughing, worshipping, hiking, biking, bowling,

golfing and just enjoying life, and the family takes great comfort in the love and support provided to Cindy throughout the years.



Cindy in class during week two at Pickwick Landing State Park



TGMI Alumni Lunch and Learn event with Commissioner Cates about the T3 Project.



I am paraphrasing, “There is no such thing as problems, there are just opportunities to grow.”—The former Dot Shell, to the TGMI Class of 2002

THIS VICTORY WILL NOT BE YOUR LAST

In the moment your stress level rises

At the point you must stand or flee

Ask, “How will I face this situation?”

“Will I rise to meet the challenge or shrink in defeat?”

There is a point where you decide to be better

Where you decide this will not get me down

That is where you begin to grow stronger

Where your future begins to abound

Some call them “problems,” the issues confronting

Some may call them “trials” or even “pains”

But if you do not see the gift of a difficult situation

You will lose the knowledge you can gain

For in the fire we are made stronger

We are forged for the battles to come

So be strong in the face of adversity

Be proud of the good work to be done

See problems as challenges to conquer

Tough times are the mountains you will climb

One step begins that new journey

Tell the world, “Hey, this mountain here is mine!”

Set your course and smile in the knowledge

That each new ocean presents a chance to fail

But through the waves and swells that may hinder

You will set your course and successfully sail

You will be better, stronger, and smarter

As each day you hone your craft

Climb high and rise to the summit

For this victory will not be your last

Melvin Jones, Jr., ©

June 21, 2012



Friday Phenomenon

Kohntopp, T. (June 2012).

Wishing your life away, what is it worth? How often to you hear someone say, “Only one more day to Friday,” or “We’re half-way there,” or “Can hardly wait until the weekend?” Plus, these phrases are frequently uttered with no unique event or activity even planned for the upcoming weekend. So, what the heck *are* we looking forward to? If nothing specific lies ahead, we’re probably looking for relief with the present, the situation in which we find ourselves. If average people, whoever they may be, spend a third of adult life employed in one or more organizations, it seems sad that they want time to quickly march on at an accelerated pace just to be away from their job. It just can’t be work avoidance, either, because many of the wishers look forward to projects, tasks, and chores at home. “Looking forward to” may be a stretch, but work at home seems to be less of an aversion than work at work.

How great would it be if every day could feel like Friday, or even Saturday?!! Granted, if all days were like Saturday, then the importance of vacation would likely diminish. You know, if we didn’t have work, vacation would be a drag.

I did a study several years ago at a company that wanted to learn about employee job satisfaction in many facets. There was an unusual challenge, though. The company did not want me to directly interact with employees. No interviews, no questionnaires, and no supervisory ratings. The task was to determine mood, attitude, opinion, and belief in a roundabout way. Several techniques and sources of information were used to help with this project, but one was especially pertinent to the discussion at hand. I enlisted several assistants (i.e., grad students) to take strategic positions in the company parking lot and observe employees coming to and leaving work. The observers were to record apparent mood and also measure time from car to gate and gate to car. After data collection, there seemed to be noticeable differ-

ences in that employees were more sullen and stoic on the inward trip and happy and lively after work. The contrast was significant in the amount of car-gate travel time, too. After eight and even 10-hour shifts, folks went from gate to car much more quickly than car to gate, even at the end of a full shift. Work seemed to energize them or, maybe, they just couldn’t wait to escape.

The point of this story is to reinforce the notion that many people seem to be less than enthralled with their chosen employment. It is sad to me that folks want to jump ahead to periods of relief in our cycle of repetitive days. So, do you want to wish your life away? If not, take serious time to figure out how to make Monday through Thursday seem like Friday. It likely will require a change in attitude, habit, and maybe routine, among other things. Change it up, make things unique. Worse case, change jobs, which is easier said than done. Regardless, if you’re one of those wishing your weeks away, adjust appropriately so that today will be Friday.



2012 Class Officers



Kim Harmon
Tennessee Bureau
of Investigation

Class President



Jeni Brinkman
Department of Environment
and Conservation

Class Recorder/
Communication Specialist



Tina Fox
Board of Probation
and Parole

Vice President



Rick Morris
Tennessee Wildlife
Resources Agency

Events Coordinator



Steve Neighbors
Tennessee Housing
Development Agency

Class Historian

Class of 2012

After the two weeks of TGMI, each member of the 2012 Class is each better in so many ways. We've been challenged to be the next leaders in Tennessee not only by the instructors but also by each other. Throughout the TGMI experience, the recurring sentiment expressed by many was "We are not alone." The most important takeaway from TGMI is the relationships we have gained in the process. As one classmate put it, "Sharing our own personal experiences - reactions and results - has been extremely beneficial to me as we are able to take the concepts being taught to us and relate them back to each other as they apply to us in state government. I feel that we are really teaching each other... The presenters are mere facilitators, planting that seed of concept while we take it and expound upon that concept, thereby teaching each other in the process."

We give special thanks to Dr. Macel Ely for his dedication to the TGMI program and his admirable patience in dealing with this rowdy bunch and the rest of the Institute for Public Service making this experience a memorable one. We look forward to getting to know the rest of the alumni and continuing the tradition of excellence!

Thanks! Jeni Brinkman





TGMI Alumni who participated in LEAD TN Alliance Three



Scott Black
DHS



Melissa Boaz
Comptroller



Todd J. (TJ) Jordan
TBI



Brandon Maloney
DOC



John McClurkan
Agriculture



Terry Malone
THDA



Valarie Oliver
Health