

Dr. Trish Holliday, SPHR, SHRM-SCP **Assistant Commissioner and Chief Learning Officer**



Dr. Trish Holliday is Assistant Commissioner and Chief Learning Officer of the State of Tennessee. Commissioner Rebecca Hunter appointed her as the State's Chief Learning Officer (CLO) in 2012 as a member of her executive team.

Dr. Holliday's commitment to public service and her passion for helping professionals reach their greatest potential is rooted in her experience as a certified facilitator, adult educator and executive coach, and her early years in full-time ministry as a missionary in Tennessee Appalachia.

The state of Tennessee was the first state in the country to have the executive role of CLO developing and guiding an enterprise wide learning and development strategy.

As the state's CLO, she creates and leads learning efforts focused on the mission and goals of a customer focused government, building a common culture through a rigorous and consistent set of business and leadership skills.

She provides state appointing authorities with executive coaching in workforce planning and leadership development. Trish drives the overall curriculum focus and development of all statewide leadership programs. Her passion and talent for developing successful leaders and purpose-driven individuals are reflected in these nationally recognized programs.

As a successful change agent, facilitator and storyteller, she is often asked by state leaders to undertake complex problem solving opportunities by bringing people together and helping them discover innovative solutions and develop the leaders needed to execute. In recognition of her work in the state wide LEAD Tennessee leadership development program, Trish was selected as a 2016 Winner for the Leadership Excellence Awards in the Top Corporate Leader Award – Over 35 category. She was ranked 6th in the top 30 winner's circle which were chosen from over three hundred applicants. Trish received the 2016 Edwin L. Swain Award of Excellence, the IPMA-HR Southern Region's highest award given to an individual who has distinguished her/himself throughout their career in HR. Recently she was asked to facilitate the International Public Management Association – HR (IPMA-HR) 2020 strategic visioning task force, identifying critical leadership competencies needed for the future success of the HR profession. Trish's influence reaches beyond state government by serving as an executive leadership coach for private sector businesses, impacting leaders from Kingsport to Memphis.

Trish is an active member in the following international, national, state and local organizations: Tennessee Center for Performance Excellence, IPMA-HR, Tennessee Public Management Association, Middle Tennessee Society for Human Resources, Association for Talent Development, Tennessee Society for Human Resources, and the National Association of State Personnel Executives.

She serves on the Board of Visitors for the College of Education at Lipscomb University, Tennessee State University's College of Public Service and Urban Affairs Advisory Board, Impact Nashville, Habitat for Humanity of Tennessee, president of Toastmaster's International Tennessee Government Leadership Chapter, Tennessee SHRM state council board member, and past board member of Special Olympics Tennessee. In 2015, Trish earned her Doctorate of Education (Ed.D.) with an emphasis in Learning Organizations and Strategic Change from Lipscomb University. Doc Holliday is driven by a passion to help leaders develop strategies to create learning organizations and implement effective change initiatives.

Publications:

Holliday, T., Rushing, J., Williams, B., (2015). *A Post-Secondary Matriculation Case Study of Two Rural Tennessee Counties* (doctoral dissertation). Lipscomb University, Nashville, Tennessee.

Holliday, T., (Volume 5: Issue 11, November 2015) HR Professionals Magazine, Reinventing HR: Educate. Motivate. Inspire., www.HRProfessionalsMagazine.com, pp. 38-39.

Holliday, T., (Volume 5: Issue 6, June 2015) HR Professionals Magazine, A Call to Urgency: 21st Century Leadership Competencies Needed for Success, www.HRProfessionalsMagazine.com, p. 40.

Holliday, T., (Fall 2014) The Public Manager, Been There, Done That: Overcoming 'Check-the-Box' Training Syndrome, www.thepublicmanager.org, pp. 17-21, copyright Association of Talent Development (ATD) 2014.

Holliday, T., (Volume 4: Issue 3, March 2014) HR Professionals Magazine, Success(ion) Planning: The Learning Community Circle of Life, www.HRProfessionalsMagazine.com, pp. 22-23.