

## Frequently Asked Questions

- **Is there a cost to me or my agency to participate?**

There is no cost to enroll in BBP and most of the activities can be completed at no cost. However, some of the activities may involve a fee, such as taking a TGL Alumni Leadership module or attending a professional conference. In those cases, it is your responsibility to either pay the fee or obtain your employer's consent to pay the cost.

- **How do I "test" to move from one level to another?**

Simply keep up with the activities you complete to earn your next belt using the BBP on-line tracking system located at [www.tn.gov/dohr/bblp.shtml](http://www.tn.gov/dohr/bblp.shtml). Participants will be notified of upcoming reviews by the BBP committee. The primary requirement to move from one Belt to another is to complete the number of points for each prior belt level.

- **Do past activities count?**

In most cases, the activity must be completed during the timeframe you are working on a particular belt. For example, if you served on a board two years ago, you could not count that service toward your current BBP participation. Points are only accumulated for current activities. The only exceptions are previous completion of a DOHR-sponsored statewide or agency-specific leadership program and LEAN or Six Sigma certification regardless of when it occurred. These will be counted in the points for earning your Yellow Belt. For example, completing one leadership development program earns you the White Belt. Any second (or third) leadership development program you have completed in the past will add relevant points immediately toward your Yellow Belt, when entered on the on-line activity tracker.

Any programs completed during your BBP participation will also be eligible.

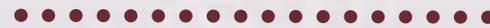
## Frequently Asked Questions

- **What is my time commitment? How long will it take to earn my black belt? Can I take longer if I need or want to?**

If you are a White Belt, you must progress to the next level (Yellow) within 24 months of registering. You may take as much or as little time as you would like to complete the succeeding belt levels. If you pursue the program aggressively, you might expect to earn your Black Belt in approximately three years.

- **How is the program maintained/administered?**

The program was developed by the Vision Committee of the inaugural TGL Council in 2013, and is administered by members of the current TGLC, the BBP subcommittee, and the Commissioner and State Chief Learning Officer of DOHR. Contact information for the current TGLC members and State Chief Learning Officer can be found online at [www.tn.gov/dohr/bblp.shtml](http://www.tn.gov/dohr/bblp.shtml).



**The Tennessee  
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Black Belt Program**

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**Tennessee  
Government  
Leadership**

**Black Belt  
Program**



The Tennessee Government Leadership Black Belt Program is a self-directed, structured development opportunity for Tennessee State Government leaders. Leaders begin their journey upon graduation from one or more of the statewide or agency-specific leadership programs that are sponsored by DOHR. Alumni may continue their journey of leadership development through participation in the Black Belt Program.

The statewide leadership development programs sponsored by DOHR are: TGEI, TGMI, and LEAD TN.

The agency-specific programs are: HR Masters, Green Leadership, and Commissioner's Academies.

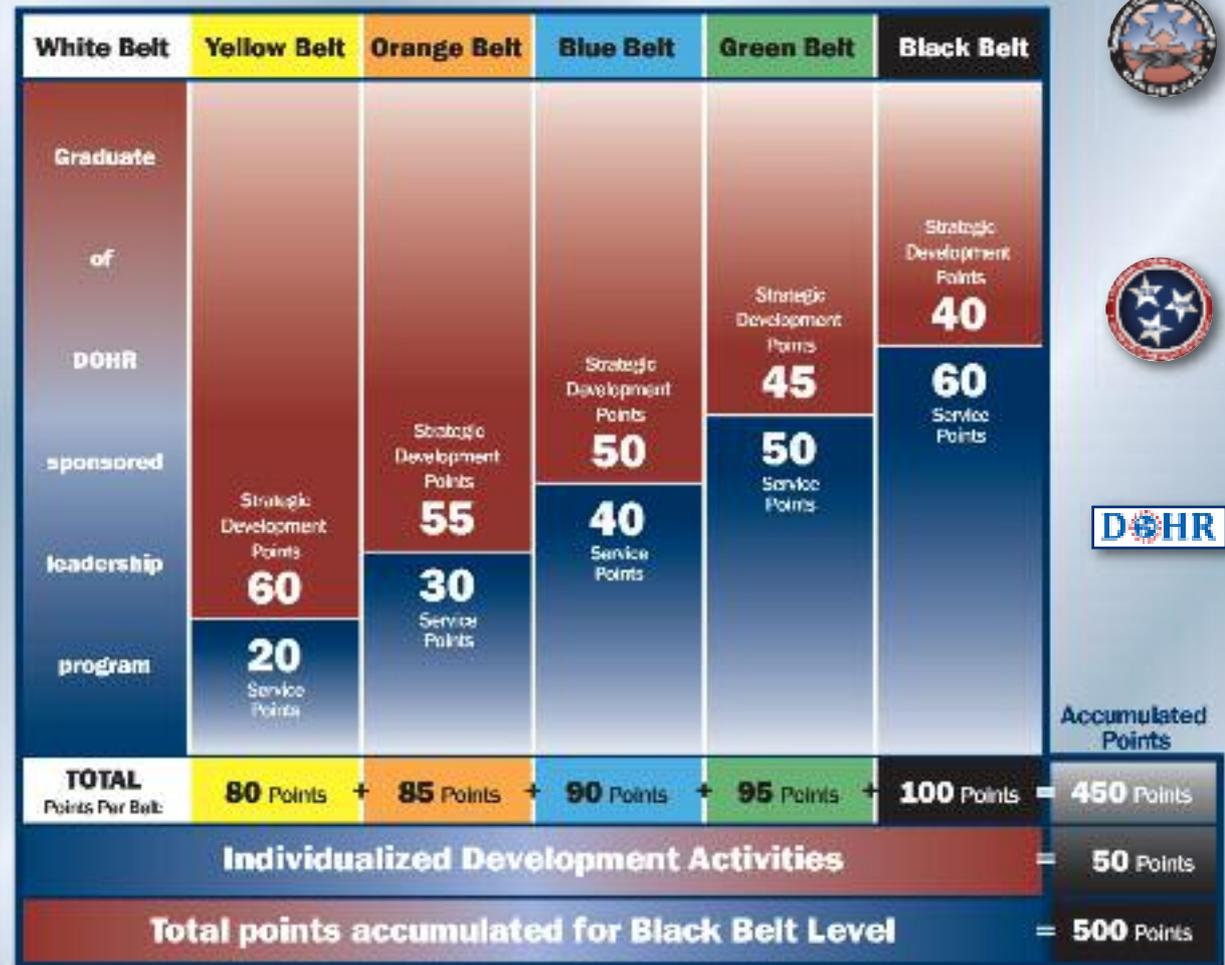
There are six levels of the Black Belt Program: White, Yellow, Orange, Blue, Green, and Black.

To advance from one belt level to the next, participants must earn the specified number of points in both the Strategic Development and Service categories. At the initial Belt levels, Strategic Development is the most emphasized component because personal learning is fundamental to professional development. As participants advance through the belt levels, Service (both internal to state government and external to the community) becomes the more emphasized component, recognizing the importance of paying it forward and investing and focusing on others.

When claiming internal service points, it is important to understand that activities which are a part of your routine or assigned job responsibilities are ineligible for credit.

To enroll in the Black Belt Program, interested individuals may register at [www.tn.gov/dohr/bblp.shtml](http://www.tn.gov/dohr/bblp.shtml).

# Black Belt Program (BBP)



## Achievement Levels

### POINT VALUES:

Participants must complete the number of Strategic Development and Service points as indicated in the graph above. Strategic Development points are earned by completing activities such as training, leadership development programs, seminars, webinars, conferences, etc. Service points are earned by completing a balance of internal service and external service activities. A total of 500 points is required to earn a Black Belt. For more detailed information regarding what activities earn points in each category, go to [www.tn.gov/dohr/bblp.shtml](http://www.tn.gov/dohr/bblp.shtml) and look in the Resources section.