

NEWS



TGEI Newsletter for Alumni of the Tennessee Government Executive Institute

Fall 2008

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TGEI Class of 2008



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TGEI Spotlight

Karen Eddy, Director, Organizational Development & Workforce Planning
Department of Human Resources

Karen Eddy brings both enthusiasm and a wealth of experience to her position as Director of Organizational Development and Workforce Planning for the Department of Human Resources. Karen joined state government in June and is excited about the challenges and opportunities in leading strategy development and implementation for leadership development, talent management, workforce planning and employee learning.

Karen began her career in leadership development within the telecommunications industry as an instructional designer for Nortel Networks. Over her 11 years with Nortel, she advanced through the ranks as she focused on leadership development and helping leaders build high performing organizations. She continued her work in leadership development and organizational performance for another seven years in EMI CMG, the market leader in the Christian music genre. When asked to compare the public and private sector, Karen finds that the greatest similarity is that both are facing significant challenges that require strong leadership.

As a soon-to-be graduate of TGEI, Karen finds the TGI program along with the alumni networks impressive. Commenting on the alumni network she says, "It is grass roots; it lives because leaders want it to live. We have an amazing foundation from which to build." For Karen, the strategic question is: How do we continue to prepare our leaders to effectively lead through the extraordinary times facing Tennessee state government? "I am privileged to be working with such fine leaders and am excited about answering that question together."

When asked about recognition, Karen is

very honored to have received Nortel's President Award which recognized her work in the design of a corporate-wide leadership program that develops North American leaders to be better business decision makers and work collaboratively across division boundaries to create customer-focused solutions. She is also very proud of receiving the Nortel award for leading innovation and change. The Trail Blazing Award recognized her leadership in helping the Wireless Division of 6,000 employees change the way new products were introduced into the market place.

Karen holds her Bachelor's and Master's degree from Middle Tennessee State University and later obtained a second Master's from Vanderbilt University in Human Resources and Development.

In addition to her corporate experience, Karen spent 12 years in education; five years in the classroom, six within the administrative ranks and one year in staff development for the State Department of Education. She is proud to have designed and implemented the first mentoring program for school systems throughout the state.

Karen just celebrated her 38th wedding anniversary with husband Ralph, a retired elementary school teacher in Sumner County. They have a son Nathan, who is a chef in Chicago and in 2005 they added a daughter to their family by sponsoring a young girl from Moldova. Mariana graduated from Pope John Paul High School in May and is a freshman at Birmingham Southern College.



Class of 2008

A TGEI Riddle

In relation to TGEI, what is the significance of the following sequence of number - 25...24...23? The answer is given below.

What were they thinking in 1983? Develop a state-run executive development program for upper level management personnel? That will never last! That will never make it across administration changes!

Well, it did make it, and it did last. Through four governors and 12 Commissioners of Personnel/Human Resources the program has endured two years without funding for classes and one year where the cost was borne by the Department of Personnel and the University of Tennessee. This program has withstood the test of time.

After originating in the Political Science Department at the University of Tennessee, in 1989 it was necessary to find new sponsors. In 1990, TGEI began to work with the Institute for Public Service, Center for Government Training at UT and has continued to do so to this day.

On the 20th anniversary of TGEI, an announcement was made to help ensure the continuation of the program. By way of an initial \$25,000 donation from business leaders in West Tennessee, the TGEI endowment was formed.

Later in 2005 the TGEI program received the National Award of Merit for "Innovative State Human Resource Management" programs from the National Association of State Personnel Executives. This recognition indicates that the program is always striving for excellence and is open to change.

Change is a constant in life, so where is the program headed in the future? Only time will tell, but one thing is certain - TGEI will change for the better.

The answer to the riddle above is - 25 represents the number of years since the first TGEI class, 24 represents the number of agency heads or commissioners that have been participants in TGEI, and 23 represents the number of individual classes.

Voluntary Buyout Program

The State of Tennessee's Voluntary Buyout Program was a success in reducing the state's recurring budget by \$47 million annually, while offering 1,521 state employees attractive benefits allowing them to leave state service. Of the 12,135 eligible employees, over 2,200 applied for the buyout.

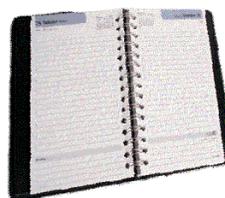
State department and agency managers worked to meet the target set by Governor Bredesen by developing reorganizational plans that will allow the state to continue to meet business and service delivery needs with fewer employees in targeted business classifications and units. It's clear that having essential management training was critical in making the buyout initiative successful, and the state will continue to need trained leadership in the future.

Those who were accepted into the buyout left state service on August 15. Many departments and agencies honored those employees leaving state service.

"The Tennessee Government Institute was instrumental in the development of the department and agency leadership that helped make this entire effort a success," Department of Human Resources Commissioner Deborah Story said. "The state is committed to the continued development of employees for the challenges of the future."

Article provided by Nat Johnson, Assistant Executive Director, Wildlife Resources

Mark Your Calendars:



***Class of 2008 Graduation—
November 20, 2008***

***Holiday Breakfast—
December 16, 2008***

TGEI/ TGMI

G O L F S C R A M B L E

The Fourth Annual TGEI / TGMI Golf Scramble was held at Henry Horton State Park Golf Course on Friday, September 26, 2008. There were approximately thirty-seven participants who enjoyed the crisp cool day, the newly manicured greens and renovated club house of this venue. This networking event was truly a collaborative effort from members of both TGI groups and TDEC and its State Parks Division.



The placing of the teams was quite close with only three points separating the first and third place.

<i>Place</i>	<i>Name & Score</i>	<i>Prizes</i>
First	William Benson David Owenby Michael Thomason Sterling Van Der Spuy with a score of 60	Two night stay in any state park inn or lodge Subscription to The Tennessee Conservationist Baseball cap from TDEC
Second	Ron Maupin Ted Fellman Ron Erickson Steve Goins with a score of 62	Gift cards from Academy Sports and Outdoors for \$20
Third	T. J. Jordan Pat Wright Ed Jones Clint Parsons with a score of 63	Gift cards from Academy Sports and Outdoors for \$15
Longest Drive	Sterling Van Der Spuy	Received a flashlight and business card holder
Closest to hole	Sterling Van Der Spuy	Flashlight and business card holder

TGEI Alumni Prize Donations:

Joe Gaines - *Department of Agriculture*

Karen Hale - *Comptroller of Treasury*

Howard Carlton, Sam Di Nicola, and Flora Holland - *Department of Correction*

Andy Lyon - *Department of Environment and Conservation*

Ron Plumb - *Department of General Services*

Julie Perrey and Pat Weiland - *TRICOR*

Tim Churchill and Steve Patrick - *TWRA*

Information and photos courtesy of Jesse Neely, Executive Administrative Assistant to the Commissioner, Department of Correction.

TGEI Class Reporters

The newsletter staff 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 TGEI Classes. The reporter for your class 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 latest class reporters:

Class of 1983

Robert Bumbalough
615-313-4715
Robert.Bumbalough@state.tn.us

Class of 1991

Ron Erickson
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Class of 2001

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Class of 1993

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Class of 2002

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Class of 1985

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Class of 2005

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Class of 1988

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Class of 1998

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Class of 2006

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Class of 1989

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Class of 1999

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Class of 2007

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Class of 1990

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Class of 2000

Barbara Charlet
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Class of 2008

Marge Gray
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TGEI Alumni Network Mission Statement

**To Enhance the
effectiveness of
executives in
Tennessee State
Government through
education, fostering
personal networking
strategies,
developing new
leaders and
practical application
of principles
of contemporary
management
philosophies.**