



Subject	April TGMI Steering Committee Meeting			
Location	Nashville, TN Tower, 17 th Floor, Conference Room B & 615-532-4599			
Date/Time	4/8/2014 2:00 PM CST			
Quorum	Yes / No			
Attendees A – Absent X – in person P – on call	X	April Romero, Chair	X	Michelle Smith, Present Class S.C. Member
	P	Vicky Hutchings, Vice Chair	P	Terry Malone, Member-at-Large (Year 2)
	P	Lauren Hill, Past Chair	X	Greg Spradley, Member-at-Large (Year 2)
	A	Kim Harmon, Past Class President	X	Susan Burdette, Member-at-Large (Year 1)
	A	Tina Fox, Past Class S.C. Member	A	Archie Doby, Member-at-Large (Year 1)
	X	Bruce Balcom, Present Class President	A	Trish Holliday, DOHR Ex-Officio
			A	Antonio Meeks, DOHR Representative
			P	Gary Peevely
			P	Stefani Mundy

1. Call to Order (Time: 2:02), Welcome Guests – April Romero

Recent Accomplishments

- Retirement Lunch and Learn – March 31, 2014 12-1:30pm. This event had such a great response that an additional Lunch & Learn will be conducted April 24 from 12:00 – 1:30 pm.

Items coming out of TN Government Leadership Council – April

Statewide news – Trish is meeting with agency administrative authorities to develop leadership academies within the agencies. This has been in conjunction with the discussion on Talent Management. Currently there are 3 established academies and 6 in discussion.

Committee Report and Recommendations

- Forward Focus – working on print collateral to promote and explain the DOHR leadership academies, LEAD, TGMI, and TGEI. This would be given to the agencies to distribute as needed.
- Engagement – Seeking submissions for Bright Spots award. May need to send out a separate notice. See newsletter for description.
- Systems Thinking - recently presented the Customer Focus awards to the 2 recipients. They have pictures and will submit to the newsletter for the next issue. Commissioner Hunter announced the awards at a recent Customer Focus Government cabinet level meeting.
- Communication – recently agreed to receive all book summary reports and decide on which one(s) to publish. An email acknowledgement will be sent to the submitter for their BBLP files. Commissioner Hunter presented a hard copy of the newsletter to the cabinet.
- Vision – Discussed the upcoming review and presentation of the first wave of Yellow Belts. There is only one in the system but will send out a notice for those wishing to be included to input points by April 15th. The committee will meet with the web designer to update the BBLP site. One improvement is to allow a number to be input on those items where each hour counts as a point. Currently the item must be chosen multiple times. The hope is that people will find it easier to go ahead and enter points before the 4/15 deadline. All graduates of agency Leadership academies will be eligible for BBLP.

2014 TGL Conference – after much discussion the group offered the following ideas:



- Date – late October or 1st week of Nov.
- Venue – Trish will request Belmont, Curb Event Center. Availability will determine date.
- Theme – Yellow Brick Road of Leadership. This will tie into the leadership competencies and include 1. Courageous – Lion, 2. Servant Leadership – Tinman: Heart, 3. High performance/innovative – Scarecrow: Brains. These will be represented by real world, possibly government leaders on a panel. The keynote speaker will present the idea of the Leader Within (you've always had it in you).

Discussion

1. University of Tennessee Update – Dr. Peevely or Stefani Mundy
 - a. UT Football Game update – September 6 – Dr. Peevely is waiting to hear regarding the tickets. Lots of interest.
 - b. TGMI Orientation April 21st - Steering Committee members planning to attend orientation are Greg, April, Michelle, Bruce and Susan. Additional Class of 2013 members planning to attend are Julie Johnson and Wayne Pierson. Duties include manning the sign-in table, greeting, and mingling.
 - c. The picnic during the TGMI week one, at Montgomery Bell State Park, is scheduled for May 8th at 6:30 pm. Alumni need to pay for their meal. Tentative committee members attending will be Lauren, Vickie, April, Bruce, Greg and Michelle.
 - d. The Alumni presentation during the second week of TGMI (June 8 – 13) will take place on June 12. Stefani is checking on a social event for Alumni and TGMI Class of 2014 during the early evening hours.
2. Treasurer Report – Terry Malone
 - a. Current Balance \$1,026.80 - previous balance \$964.25, deposit of \$80 for breakfast registrations, check for postage for plaque \$17.45
 - b. Plaque for Debbie Rivers sent
 - c. Holiday breakfast registration update – 2 outstanding payments
 - d. Terry will be checking on Event Brite and PayPal for 2014 Breakfast.
3. Secretary Report – Michelle – Minutes and Steering Committee Members placed on DOHR website and LinkedIn.
4. Charter Committee Report – Mike Travis/April Romero
 - a. Manual will be posted on TGMI website with password required for updating document, DOHR will be managing this information – no word yet from DOHR on the set up of the website. If possible Vicky would like update capability.
5. Communications Committee Report – Vicky Hutchings
 - a. Facebook page – Not all class reporters have sent invitations to their class regarding the new Facebook group.
 - b. Newsletter update – One entry has been submitted for the June newsletter from the class of 2005. Class reporters are encouraged to submit updates on their class alumni.
6. Community Service Committee Report – Tina Fox – No report
7. Business Events Committee Report – Greg Spradley/Michelle Smith
8. Education Development Committee Report – Susan Burdette
 - a. Shout out to Mehran Mostajir for setting up the two Lunch & Learns on retirement.
 - b. Future Lunch & Learns will include 5/22 on Public Policy, July – hosted by TBI or Safety and 9/16 – the Bicentennial Mall tour
9. Social Events Committee Report – Archie Doby



- a. Planning for Sounds Night – 5/31/2014 – Picnic and game tickets organized by April Romero. Must have 20 people confirm by 4/21 for picnic. The cost is \$27.00 (all you can eat) hamburgers, hotdogs, BBQ, baked beans, coleslaw, chips and soda.
10. Old Business –
 - a. Anyone interested in being a champion for this idea yet - Idea of raising future leaders in state government is supported – suggested to coordinate with Department of Education. No volunteer at this time.
 - b. Toastmasters Group for State Government Leaders – Alumni interested in participating in the Toastmasters club are Zachary Nixon, Derrick Smith, Steve Hawkins, Michelle Smith, April Romero. Archie is waiting to hear from his contact in the Toastmasters club and will keep us posted on the details. No update.
 - c. State Government Leaders Softball tournament – Terry – No update.
 - d. State Government Leaders Golf tournament – Lauren – No update.
11. New Business - None
12. Open Discussion – None
13. Meeting Adjourn (Time: 3:13 pm) – April Romero

Dates to Remember

- Future Steering Committee Meetings – Meeting in Nashville at the TN Tower 17th floor Conference Room B and on Bridgeline 615-532-4599 from 2:00 p.m. until 3:30 p.m.: May 13, 2014, June 10, 2014, July 8, 2014, August 12, 2014, September 9, 2014, October 14, 2014, November 18, 2014 and December 9, 2014.
- TGMI Class of 2014 Orientation at TBI Headquarters - April 21 2:30 – 4:30
- Encore Retirement Lunch and Learn event, April 24 at 12:00
- Career Fair Day in Reagan, TN – April 24
- TGMI Week 1 at Montgomery Bell State Park May 4-9
- TGMI Alumni join Class of 2014 for class picnic at Montgomery Bell State Park – May 8 at 6:30 pm
- TGEI Lunch & Learn, Chuck Shoopman, TN Institute for Public Policy, The Importance of Leadership Development in the Public Sector – May 22 at 11:00 a.m. – 1 p.m.
- Nashville Sounds Baseball game and picnic – May 31 at 5:30 pm
- TGMI Week 2 at UT Knoxville June 8-13
- TGMI Alumni join Class of 2014 for lunch in Knoxville to discuss class election of officers – June 12
- Second Harvest Food Bank Family Night, June 19, 5:30 – 8:30pm
- TGMI Graduation at Old Supreme Court Chambers August 18 9:30 – 11:30
- UT Football Game and Tailgate party – September 6, 2014
- Bicentennial Mall Walk – September 16
- December 4, 2014 noon – till, Set up for Holiday Breakfast, Ellington Agricultural Center.
- December 5, 2014 – Annual Alumni Meeting/Holiday Breakfast, 8:30 a.m. Ellington Agricultural Center.

Future Meeting Availability

- Archie Doby will not be able to attend the monthly Steering Committee meetings in August and September

Action Items from Meeting

- None



Book recommendation for April:

Becoming A Better Boss: Why Good Management is So Difficult [E-Book]

Julian Birkinshaw

ISBN: 978-1-118-65941-0

E- Book – 176 pages – September 2013 - \$14.99

Whereas most books on managing people approach the subject from the perspective of a manager of an idealized organization, *Becoming a Better Boss* takes a real-world approach, looking at the topic from the perspective of an employee in a real-world organization—dysfunctions, warts, and all. Focusing on the choices individual employees make every day in getting work done, this book reinvents the practice of management one employee at a time.

Author Julian Birkinshaw stresses the importance of taking management seriously, reveals where management practice often goes wrong, and dives deeply into the worldview of employees. He then explores the common personal biases and frailties of managers and discusses the vital importance of experimentation to overcome the limitations and idiosyncrasies of a particular organization. Throughout, he supports his assertions with case studies from a wide and varying range of management experiments and situations at real companies.

- Written by a leading authority on strategy, management, and innovation who is also the author of eleven books, including *Reinventing Management*
- Introduces a new approach to management focused on real employees and actual situations
- Includes case studies from real organizations

Between the stress of deadlines and the demands of today's business environment, it's easy for managers to lose sight of the importance of people management. *Becoming a Better Boss* not only shows managers how to lead effectively, but why doing so is vitally important to every organization's success.