

## Trish Holliday M.A., SPHR, SHRM-SCP Assistant Commissioner & Chief Learning Officer



Trish Holliday is an enthusiastic and effervescent public servant who is passionate about helping professionals reach their greatest potential. Through a unique blend of experience as a missionary, non-profit consultant, certified facilitator, executive coach, adult educator, and Chief Learning Officer, Trish teaches skills and competencies needed to develop successful leaders and purpose-driven individuals.

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. She builds relationships with internal and external stakeholders by networking with universities/ colleges, national and local industry associations, government entities and non-profit organizations. She is a national speaker and serves on several speaker bureaus.

Trish consults with, facilitates, and coaches organizational executives on how to create learning strategies designed to enhance workforce planning initiatives and succession planning. Her strong relationship building skills and leadership competency portfolio allows her to successfully lead and develop emerging and current leaders of all levels, inspiring them to reach their personal and professional goals.

As a professional with a passion for lifelong learning, Trish has mentored and coached many leaders in the areas of leadership, engagement, goal setting, competency and strategic development. She pours her heart and soul into educating adults and helping them become the best they can be. Her areas of expertise are human resources, leadership, organizational development, and change management.

Trish is an active member in the following international, national, state and local organizations: Tennessee Center for Performance Excellence, International Public Management Association, Tennessee Public Management Association, Middle Tennessee Society for Human Resources, 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, and past board member of Special Olympics Tennessee and Habitat for Humanity of Tennessee, and the current president of Toastmaster's International Tennessee Government Leadership Chapter.

### **Publications:**

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](http://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](http://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](http://www.HRProfessionalsMagazine.com), pp. 22-23.

## Antonio Q. Meeks Learning and Development Director



Antonio Q. Meeks currently serves as Director of Learning and Talent Development of the Strategic Learning Solutions division within the Department of Human Resources where he provides leadership to a team of learning consultants charged with increasing organizational effectiveness through customized learning and development.

Antonio's work experience spans across corporate, non-profit, government and higher education sectors. Prior to his service with the State of Tennessee, Antonio worked as an independent consultant with organizations such as AmeriCorps, AT&T, Memphis City Schools, Nashville Metropolitan Schools, and United Neighborhood Health Services in the areas of leadership development and diversity. Having over 16 years' professional learning and development experience, Antonio has established an impressive portfolio of specialized workshops in the areas of leadership development, diversity, team building, customer service, and performance management. Antonio is particularly proud of his work providing leadership to non-profit organizations geared towards eradicating adult illiteracy.

Antonio earned a Bachelor of Arts degree in Sociology from Fisk University and a Master of Education (M.Ed.) from Belmont University. He is also a graduate of the Tennessee Government Executive Institute, (TGEI) and the Tennessee Government Management Institute (TGMI). Having the heart of a servant leader, Antonio volunteers at homeless shelters teaching life and career skills to men and women; serves on the board of the Teacher Education Council at Belmont University; and builds relationships as president of the alumni association for his alma mater. He also serves as chair of Diversity for Belmont's Department of Education.

## **Ernie Ricketts, Ph.D., SPHR, SHRM-SCP Organizational Development Director**



Ernie Ricketts, Ph.D., SPHR, SHRM-SCP is Director of Organizational Development with the Department of Human Resources, Strategic Learning Solutions (SLS) team. Ernie comes to DOHR after holding a post as a professor of Linguistics, Greek Language and Humanities for 16 years. His research focused on the intersection of linguistic and literary criticism, primarily on the application of linguistic theory and methods (discourse theory, sociolinguistics, text analysis, historical linguistics) to the Greek language. In addition, Ernie assisted in establishing a learning institute in Italy, and taught courses there over a period of four years.

Dr. Ricketts received a B.A. in Greek from Bryan College, an M.A. in Religious Studies from Biola University, and a Ph.D. in Greek Linguistics from the University of Texas, Arlington. Ernie has earned certification as a Senior Professional in Human Resources (SPHR) and the

SHRM-SCP. He is also a graduate of LEAD Tennessee, Alliance 2 and the 2014 class of the Tennessee Government Executive Leadership (TGEI).

As the Director of Organizational Development, Ernie collaborates closely with the State Chief Learning Officer to lead the execution process of assisting agency leaders in implementing their identified talent management strategy that align with the Governor's initiatives and supports the state's workforce planning efforts. Ernie is a native Tennessean, and lives in Gallatin with his wife Breigh and five children, Landon Alexander, KaiLynn Alexandria, Kyrah Anastasia, Lawson Andreas and Lanxton Anastasios. The Ricketts' are active members of the Holy Trinity Greek Orthodox Church in Nashville, TN.

## Steve Chester Learning Consultant Supervisor



Steve Chester is a Learning Consultant with the Department of Human Resources, Strategic Learning Solutions (SLS) team. Steve comes to DOHR after holding a post as an assistant program director with the Tennessee Commission on Children and Youth for 13 years. He served as a U.S. Army officer for over 14 years, with a variety of leadership, command and staff assignments worldwide. He also served as a Middle School Science and Social Studies teacher for five years. Steve has a total of over 30 years' experience in the arena of training and curriculum development.

Steve also has extensive training assessment and evaluation experience both from his military service and developing and operating a major interagency training program in his previous position. He received a B.S. from the United States Military Academy at West Point and an MA, Ed (Curriculum and Instruction) from Austin Peay State University in Clarksville, TN. He is a graduate of LEAD Tennessee, Alliance 2 and the U.S. Army Command and General Staff College. In his current role, Steve serves as program lead for various learning and development initiatives within SLS. In addition, he assesses, develops and facilitates training workshops in leadership and professional development across the state.

Steve is a native Missourian, but has lived in Tennessee for over 20 years. He lives in Clarksville with his wife Cindi.

## Jennifer Harris-Brown Learning Consultant Supervisor



Jennifer Harris-Brown serves as a Learning Facilitator in the Strategic Learning Solutions division within the Department of Human Resources. In her current role, Jennifer provides facilitation services to agency leaders to assist in the implementation of the statewide talent management initiative.

Prior to her service with the State of Tennessee, Jennifer held the position of Assistant Director, HR and Administration, for the Department of Anesthesiology at Vanderbilt University Medical Center for 7 years where she was a member of the department executive team. With over 20 years of human resources experience, Jennifer has had the opportunity to work in various industries which include organizations such as the Federal Aviation Administration, DuPont, Eastman Chemical Company, The HR Group, and Meharry Medical College. Her experience as a human resources professional includes the areas of learning and development, job analysis and development, employee relations, recruiting, benefits, and process redesign. She is passionate about working in conjunction with senior leadership, staff and other stakeholders to create efficient and effective organizations.

Jennifer earned a Bachelor of Science degree in Mass Communications from Mississippi University for Women and a Master of Human Resources from the University of South Carolina. She is a certified Senior Professional in Human Resources (SPHR) and is a member of both the national organization of the Society for Human Resource Management (SHRM) and the Middle Tennessee Society for Human Resource Management (MT/SHRM). As a member of MT/SHRM, she plays an active role on the Diversity and Inclusion committee. Jennifer is also an alumna of the MT/SHRM Leadership Development Program.

## Kevin Wesley Learning Consultant Supervisor



Kevin Wesley currently serves as Facilitator 2 in the Strategic Learning Solutions division within the Department of Human Resources. Kevin, Facilitates statewide strategic learning/change initiatives, learning workshops, training certifications and agency-specific leadership initiatives in collaboration with senior-leadership.

Kevin has an extensive background in non-profit management, grant management and community organizing through his work with Martha O'Bryan, NashvilleREADS, AmeriCorps, and the Tennessee Commission on National & Community Service. Prior to his service with the State of Tennessee, Kevin worked as Associate Director of the Nashville Promise Neighborhood. He aided in leading a collaborative network of services from over 30 nonprofit organizations that work together to provide an effective cradle-to-career continuum of services for youth in the Stratford cluster. Kevin's contributions to education include work with NashvilleREADs, Adventure Science Center, Martha O'Bryan Center and Nashville Public Television. He has also served "Folklore" instructor at the Fisk Mini College, Instructor of CPR, First Aid and AED for the Nashville Area Red Cross and Officer of Elections for the local Election Commission. Kevin is particularly proud of his work as professional storyteller and volunteers his services with the Nashville Public Library, Book Em', YMCA Urban Service Youth development Center and Martha O'Bryan Center.

Kevin did his undergraduate work at Fisk University (B.A. English) and Graduate work at Cumberland University (M.S.P.). He feels his sentiment towards education and service in the community is best echoed through the words of Mother Teresa, "I alone cannot change the world, but I can cast a stone across the waters to create many ripples."

## James E. Moore Learning Consultant



James Moore is a Learning Facilitator with the Department of Human Resources, Strategic Learning Solutions (SLS) team. James comes to DOHR after 3 years of service with the Department of Children's Services as the Training Coordinator. In his role with DCS, James gained recognition for developing reports and training procedures for mandatory state training required by Federal Government, which lead to consistent & timely reporting to Accreditation Boards and the development of a Shared Training schedule that consistently yielded 95% or greater completion of State and Federal required training courses for 250 + social workers and supervisors. James also worked with the Department of Mental Health and Substance Abuse Services for 14 months. As the Training Manager, he revamped 2 years of training records and provided complete and accurate reports for the entire department statewide. In addition, he developed the department's first online learning,

"HIPAA Training," which was launched through Edison ELM. James has a total of 9 years of experience in Learning and Development.

James also has 9 years of employment with AT&T where he worked in management for 5 years and 3 years as Training Manager. James traveled extensively to many states across the country training in the areas of Product Development, Sales, Customer Service, Policies and Procedures, Motivation and others. James received an Associate Degree from Nashville State Community College and a Bachelor's Degree from Trevecca Nazarene University in Business and Human Resource Management.

Within the first 4 months of James' employment with SLS he successfully developed and rolled out the new Statewide Online Proactive On-Boarding Training in Edison ELM. He has also been a key contributor in the rollout of the State's Get S.M.A.R.T.er in Performance Management classroom training.

## **Doris D. Palomino Learning Consultant**



Doris D. Palomino is a Learning Facilitator for the Department of Human Resources in the Strategic Learning Solutions (SLS) division. Doris has a great passion for lifelong learning and she is a strong believer in the transformational power of learning. In her current role, Doris co-leads LEAD Tennessee. In addition, she develops and facilitates other workshops in leadership and professional development across the State.

Doris comes to DOHR after working in K-12 and higher education for more than 15 years. She has mostly worked in the public (Ministry of Education = U.S. Department of Education) and private sectors (research centers and private university, Pontifical Catholic University of Peru - PUCP). She has been involved in the areas of educational administration, strategic planning, project management and evaluation, leadership and academic culture research.

Doris has also worked and volunteered in nonprofit organizations with youth and adults in Peru and in the United States. Her work has been related to leading educational programs, writing curricula and facilitating workshops such as social skills for the workplace, community organizing, parenting skills to enhance children's academic performance, and basic education skills.

Doris received a B.A. in Psychology from PUCP. In addition, she holds diplomas in Gender Studies, and Human Resources. As a LASPAU-Fulbright scholar, she obtained her M.Ed. in Organizational Leadership from Vanderbilt University.

Doris is from Lima, Peru and she lives in Nashville, Tennessee with her husband Darren. She participates in the Immigrant Women's Committee, a grassroots group sponsored by the Tennessee Immigrant and Refugees Rights Coalition. She also volunteers for the Metro Animal Shelter.

## Sarah E. Scott Learning Consultant



Sarah E. Scott is a Learning Consultant for the Department of Human Resources in the Strategic Learning Solutions (SLS) team. Sarah is responsible for curriculum development and providing learning experiences for employees across the State of Tennessee. Sarah received a Bachelor of Science degree in Social Work and Psychology from Middle Tennessee State University and a Masters in Public Administration from Tennessee State University. Sarah has over 30 years of relevant experience providing training and technical assistance to diverse groups including executives, managers, families, children, staff, and volunteers.

Prior to joining SLS, Sarah worked for the Tennessee Commission on Aging and Disability (TCAD), where she served as the State Coordinator and Master Trainer for The "Living Well with Chronic Conditions Program," which is an evidenced-based program developed by Stanford University. Sarah has also worked as a Training Specialist at Belmont University. Belmont was one of a consortium of universities contracted to provide training and technical assistance to the Department of Children Services' staff and resource parents. Sarah enjoys working with people from diverse backgrounds and providing learning opportunities that promote growth and development.

## **Sharon Buwalda** **Administrative Services Assistant**



Sharon Buwalda is the Office Manager and Executive Assistant to Assistant Commissioner and Chief Learning Officer Trish Holliday for the Strategic Learning Solutions (SLS) team in the Department of Human Resources. Sharon has worked in the department of Human Resources for over 15 years. Prior to joining the Department of Human Resources Sharon spent 14 years with the Department of Revenue.

She enjoys the diversity of her position which includes designing graphics and publications created by the SLS division, and is the statewide coordinator for conference and event planning as well as managing the Continuing Legal Education program for the state's attorneys.

## **Renee Jordan** **Administrative Services Assistant**



Renee Jordan is the Executive Assistant to Assistant Commissioner and Chief Learning Officer Trish Holliday, and has been with the Department of Human Resources for 7 years. Before joining the Department of Human Resources, Renee worked with the Department of Environment and Conservation.

Renee enjoys photography, and spending time with family.

## **Chasity Wilson-Taylor** **Administrative Services Assistant**



Chasity M. Wilson-Taylor currently, serves as an Administrative Service Assistant II (ASA II) of the Strategic Learning Solutions Division within the Tennessee Department of Human Resources, where she updates the Enterprise Learning Management System (ELM), and input all Training Attendance Rosters, performed by SLS into the Edison Portal System, so that necessary credits can be tracked by our loyal Agencies/Customers. She also provides any other additional assistance needed within the SLS Division office.

Chasity M. Wilson-Taylor previously served for the Tennessee Department. of Labor and Workforce Development in the Trade Act Assistance (TAA) Unit, as an ASA II for 2 ½ years. Chasity Taylor has been a proud Member of "Boys and Girls Club of America for 10 plus years." She was also nominated and chosen to be a representative for "Who's Who among American High School Students and, "Who's Who among Executives and Professionals of America."

Helping others and being a great leader and representative for Government, is a passion for Chasity. If Chasity is not busy serving the great state of Tennessee, she enjoys spending quality time with her Husband, DaMarco and their two (2) beautiful Children, Marco and Khadence Taylor.