

LEAD Tennessee

Three yellow stars with white outlines are arranged in a triangular pattern on the right side of the graphic. The top star is at the top right, the middle star is to its right and slightly lower, and the bottom star is below the middle one and to the left.

The essence of strong leadership... "What you do speaks so loudly that I cannot hear what you say."

Ralph Waldo Emerson

EXECUTIVE LEADERSHIP COUNCIL

Gwendolyn Sims Davis, Commissioner - Department of General Services

Reagan Farr, Commissioner - Department of Revenue

Ted Fellman, Executive Director - TN Housing Development Agency

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Patricia Weiland, CEO/Executive Director - TRICOR



Overview

LEAD Tennessee is a pipeline of current and emerging leaders moving through intense, high impact development targeting 12 leadership core competencies.

LEAD Tennessee Pipeline continuously feeds the Tennessee Government Institutes and serves as a source of additional development for alumni of Tennessee Government Management and Executive Institutes.

Pipeline features:

- Development distributed over 12 months: **Learn** ➡ **Apply** ➡ **LEAD**
- Two leadership alliances (up to 100 each) moving through six one-day summits (3.6 CEU's)
- On the job learning in leadership between summit experiences
- Summits sponsored by members of the Executive Leadership Council
- 360° feedback linked to leadership core competencies at beginning and end of experience
- Individual Development plan supported with one-on-one coaching
- Alliance networking

By JANUARY 2012

TENNESSEE HAS A POOL OF UP TO 200 LEADERS ACROSS MULTIPLE AGENCIES WHO

- ◆ Share language and mindset about great leadership
- ◆ Demonstrate 12 leadership core competencies
- ◆ Provide agency bench strength
- ◆ Are motivated and prepared to lead

LEAD

Tennessee

TIMELINE



October 2009

Appointing Authorities engage and select participants

November 2009

Alliance ONE – Orientation

December 2009

Alliance ONE – 360° Survey

January 2010

Alliance ONE – Individual 360° Feedback Development Planning

February 2010

Alliance ONE – Leadership Summit #1

April 2010

Alliance ONE – Leadership Summit #2

June 2010

Alliance ONE – Leadership Summit #3

August 2010

Alliance ONE – Leadership Summit #4

October 2010

Alliance ONE – Leadership Summit #5

Appointing Authorities engage and select participants

Alliance ONE – Leadership Summit #6

Alliance TWO – Orientation

November 2010

Alliance ONE – Graduation

Alliance TWO – 360° Survey

December 2010

Alliance ONE Closing 360° Survey

Alliance TWO – Individual 360° Feedback Development Planning

January 2011

Alliance ONE – Closing Individual 360° Feedback

Alliance TWO – Leadership Summit #1

February 2011

LEADERSHIP CORE COMPETENCIES

Lead an Organization

Guide overall strategic and operational direction

Mission-Driven:

Demonstrates through actions, absolute clarity as to the purpose of the organization

Customer Focus:

Places the customer at the center of strategic and operational planning

Change Management:

Improves organizational performance through innovation and change

Achieve Results

Drive targeted actions that can be measured and are linked to organizational performance

Accountability:

Establishes clear expectations for self and others to achieve stated goals and objectives

Decision-Making:

Demonstrates ability to make timely and effective decisions

Lead People

Enable direct reports to achieve high performance and full potential

Empower:

Creates an environment where employees are given the responsibility and accountability to act

Performance Management:

Achieves agency results by hiring, assessing, developing and retaining quality talent – one employee at a time

Team Building:

Successfully builds and sustains high performing teams

Build Relationships

Collaborate and network across structural boundaries to create performance solutions

Trust:

Creates an environment of mutual respect and instills confidence that all words and actions are the truth

Effective Communication:

Understands the power of, and effectively uses the spoken and written word

Develop Self

Expand depth and breadth of leadership capability

Ethics:

Honest, direct, truthful in all actions

Self-Awareness:

Holds an accurate assessment of strengths and weaknesses and is willing to develop for the long-term benefit of the organization



Next Steps

APPOINTING AUTHORITIES

- Review** the information and call with additional questions
- Engage** your executive leadership team to determine match between LEAD Tennessee and agency need to develop leaders
- Create** your agency's process to select participants utilizing the Recommended Selection Guidelines and support from Strategic Learning Solutions Division

Deadline for Participant Forms: October 30, 2009
Orientation November 16, 2009

DOHR AND STRATEGIC LEARNING SOLUTIONS DIVISION

- Launch to TGI Alumni leadership 10/12/09**
- Launch to Agency HRO's 10/15/09**
- Support Agencies through the selection process**
Trish Pulley Trish.Pulley@tn.gov
Director