

DECEMBER
2007

TGMI *Newsletter*

Tennessee Government Management Institute

2007 Summer Class Notes

2007 Steering Committee

Chair Person

Melvin Jones, Jr.
Class of 2002

Vice Chairperson

Greg Duncan
Class of 2001

Past Chairperson

Michael Travis
Class of 2002

2006 Class Members

Lauren Hill
E. Ross White

2005 Class Members

Rusty Lacy
Lisa Pugh

At Large Members

Tracy White
Class of 2004
Jon Zirkle
Class of 2003

EX-Officio Member

Trish Pulley, DOHR
Assistant Director
Employee Learning and
Development

Graphic Design

Sharon Buwalda

Class of 2007 Summer Reflections

On May 31, each member of the Class of 2007 Summer (The Best Class FOREVER) made his or her way to the BellSouth Tower for orientation. No one really knew what to expect. We registered and received our name badges as we were welcomed by the Class of 2006 and slightly overwhelmed by the amount of materials and gifts we received. The Class of 2006 gave an extremely energetic presentation with their clappers and yelling "The Best Class Ever". I think each and every member of our class at some point was thinking "what have I gotten myself into?" Well, we were about to find out. The Class of 2006 took turns reading our information sheets, and it seemed as if half of our class was inspired by Andy Griffith. At orientation, we received a listing of teams and the days we had to make our article presentations. I was a bit apprehensive to discover that I was in the first group to present. The members of Team 1 somehow found each other as soon as orientation was over and briefly discussed our presentation. Because our presentation was the 2nd day in Knoxville, we decided to finalize our project before heading out for our first week together. We had two group discussions to determine our overall idea and pinpoint some details. Before we made it to Knoxville, I felt I had already made four wonderful friends. One of my team members and I even rode to Knoxville together.



Front row: Kim Lannan; Second Row: (L-R) Marie Crosson, Linda Cone, Lisa Boguskie, Robyn Probus, Michael Robertson, Ginger Collier, and Terry Poff; Third Row: (L-R) Dana Coen, Pam Boyd, Cassandra Thompson, Linda Johnson, Brian Egan, Cynthia Greene, Joyce Simmons, Thomas Oduor, and Tom Kohn-topp (UT);; Forth Row: (L-R) Cindy Saladin, Robert Gribble, Angelia Montgomery, Brenda Griggs, Boyd Glover, Sophie Moery, Scott Lindsey, Mia Vickers, Philip Ellis Jr., John Ferguson, David Layhew, Donald Osborne, John Sharp, John Cothron, and David Arnold

It was a very muggy Sunday evening in June when we made our way to Knoxville. We checked into our rooms and made our way to the hotel lobby to be greeted by Tom, Cindy, and Kasey. I remember being very impressed by Tom already knowing our names and wondered if he had been studying the picture board from the time we left orientation. Once everyone was there, we went to the Conference Center for our first of many huge meals. We were shown the meeting room where we were about to have more valuable training and lively discussions than we ever could have imagined possible. It was a relief to see that my name plate was at the table with the other members of my team, the four friends I was already starting to become familiar with.

Monday morning started with more food and personal introductions by six of our classmates. Our

(Continued on page 8)

2007 Fall Class Notes

As I reflect on my experience with TGMI, I am looking at our picture in front of the Blackhawk with our TGMI shirts on. How cool is that? On the first night of the first week, when we played the naming game, I was a little overwhelmed, but excited. Getting a glimpse of everyone's personality was very interesting. On the first day of discussions, Bill Halbert was an excellent lead in to the week ahead. He pumped us all up and made our expectations high for the rest of the speakers. As the week went on, we started learning more about one another within the class room exercises and introductions. It was really neat to find out what everyone's dream job would be if "I were not doing what I was doing now".



Deb Tobey and her discussion of our Individual SDI analyses gave everyone a chance to see who were true reds, who may be closet reds and everything in-between. The teambuilding exercises really brought everyone closer as we learned to rely on one another. We got real up close and personal on some of the activities. We all reflected on the activities and how we could use the techniques learned in fun at our jobs within state government.

From L to R: Front Row: Dale Rector, Susan Moss, Tom Kohntopp, Sterling van der Spuy, Jan Payne, Michele Neely, Melisa Hucks, T.J. Jordan, Luke Ewing. Middle Row: Kerry Hartley, Marty Marbry, Gary Hotvedt, Cindy Saladin, Shaylondia Simmons, Brenda Dudney, Angie Duncan, Marilou Cook, Bernadette Welch, Pat Wright, Penny Dahl, Kippine Smith, Joel Kestner, Gil Jones, Ed Mimms. Back Row: Marvene Carey, Lisa Francis, David White, Meredith Freeman, Melissa Boaz, Tim Sundell, Kelvin Meeks, Brandon Maloney

On the first night of the second week, we all ate high on the hog. Filet Mignon, Shrimp Cocktail and Cobbler were on the menu. Yummy! We submitted baby pictures before the week started and tried to determine "Who's that baby?" Situational Leadership was very.....Interesting. The nighttime discussions hosted by DoHR, mid week were very informative. We got to have a "Wild Thing" theme. As a supplement to the food that DoHR supplied, some of our classmates cooked up duck, venison and chicken wings. Again, yummy!

Ms. Manners opened our eyes up to many traits we all did not realize were uncouth or we were suppose to have during "meet and greets". However, at graduation I was reminded many times not to be holding my drink and eat at the same time or even be eating. I just could not help it as there was such wonderful food provided.

It really got everyone to open up and show some of their other sides when we brought out the Karaoke machine. By the way, I have videos. Look for us on UTUBE or maybe Funniest Home Videos! It was a blast!



Tennessee Government Management Institute

We realized the day before Deb Tobey came back that we never received (or read) the book for discussion. That was fun exploring the topics with her in a new way. Again, Bill Halbert was a great person to close out our second week.

I can not fail to mention everyone's unique perspective during our in-class team presentations. One group let the "Force" be with them, one demonstrated a one of a kind rendition of the Saturday Night Live Cheerleaders, one gave us techniques (and a little frustrations) on the best and worst brainstorming ideas, another "Hit one out of the park", one provided us a glimpse into the town of Mayberry, and the last group allowed us to have a Good Ole Town Hall Debate.

To close out our time together after graduation (and look forward to the get-togethers in the future), we voted on class superlatives. Please see the following TGMI Fall

(Continued on page 7)

Steering Committee Election Results Announced at the Holiday Breakfast

By Lisa Pugh, Class of 2005



Lauren Hill
TGMI 2006
Elected TGMI Vice Chair
2008



John Bissell
TGMI 2006
Elected Member at Large
2008



Tracy White
TGMI 2004
Elected Member at Large
2008

A great time was had by all at the 2007 TGMI Holiday Breakfast held at the Ellington Agricultural Center on December 7th. An excellent breakfast buffet was provided by the great staff of Montgomery Bell State Park. The festivities included well wishes from Commissioner Deborah Story of the Department of Human Resources and Dr. Tom Kohntop of the Institute for Public Services at the University of Tennessee. Commissioner Story announced that Trish Pulley will be the new Assistant Director of Employee Learning and Development. We welcome Trish to our TGMI family!

With great sadness, Greg Duncan and I struggled to present memorials to our classmates, David Peak of the class of 2001 and Brooks Wilkins of the class of 2005, who both passed away this year. These gentlemen were both loved and respected by their TGMI families and will be sorely missed.

Melvin Jones, Jr, our TGMI chair for 2007, presented a special gift from the alumni and recognition to our "mother hen" as he called her, the incredible Cindy Saladin, who has been the heart and soul of TGMI since its inception in 2000 when she graduated from the first class. Melvin also presented her with a very special poem he had written for her. Her dedication and hard work for this organization is evident in the legacy she leaves behind.

Melvin also presented the election results for the 2008 Steering Committee as follows: Vice Chair-Ms. Lauren Hill, class of 2006; Member-at Large-Ms. Tracy White, class of 2004 and Member-at-Large-Mr. John Bissel, class of 2006. A change to the Bylaws regarding representation by the membership was presented by Mike Travis, former chair. Melvin then officially presented the TGMI Steering Committee gavel to Greg Duncan, the 2008 chair. Greg presented a plaque to Melvin on behalf of the alumni body in appreciation of his dedication and service as chair in 2007. If I may say so, Melvin has done an incredible job this year leading the membership and initiating a fire under us all to get more opportunities as well as participants.

Steve Hawkins of the class of 2000, led us all in some festive holiday caroling. It was apparent that many folks were familiar with some extra lines in a few of the songs. And

even though we all could not carry a tune (especially me), it is most important to make a joyful noise. It does not have to sound pretty!

This year's charity was again St. Jude Children's Research Hospital located in Memphis. A total of \$823 was raised thanks to the giving nature of TGMI! St. Jude is one of the world's premier centers for research and treatment of catastrophic diseases in children, primarily pediatric cancers. Founded by entertainer Danny Thomas, St. Jude opened in 1962 and is supported primarily by funds from volunteer contributions raised by its national fund-raising arm, ALSAC, which was established by Danny Thomas expressly for the purpose of funding St. Jude. The hospital also receives assistance from federal grants (mainly through the National Institutes of Health and the National Cancer Institute), insurance and investments. St. Jude is the only pediatric research center where families never pay for treatment not covered by insurance, and families without insurance are never asked to pay. Your donations to this very worthy cause are greatly appreciated.

Some excellent door prizes were provided by various departments and agencies across the state including a two night stay at a State Park and tickets to a UT football game! We thank all of you who donated.

A very special thanks to my fellow Hospitality Committee members on a very enjoyable morning!

Derrick Smith joins the TGMI Steering Committee to fulfill the Past Class President seat vacated by Lauren Hill as she was elected the Steering Committee Vice Chair. Derrick is Middle Tennessee Regional Manager with the Department of Tourist Development and manages a bevy of Marketing and Public Information duties to promote and improve Tennessee tourism.

Born in Harlem, New York, he studied Mass Communications while obtaining a BS degree at Tennessee State University, and concentrated on Sports Administration while obtaining a Master's of Arts Degree also from TSU. He also attended the Tennessee Law Enforcement Training Academy in 1993. He is married to wife Toinette, and has daughters Deshanen, Octavia, Ryan, Brianna, and a son Antoine.

Derrick has served in numerous community activities with the Boy Scouts of America, Edgehill Community Center, and is a member of the National Association of Black Journalist. He is a graduate of Leadership Middle Tennessee, a Certified Marketing Professional by the Southeast Tourism Society Marketing College, and serves as the Alumni Chapter President of the Phi Beta Sigma Fraternity. His involvement in regional sports includes providing the public address for Southwestern Athletics Conference Championship Football games, special statistics for Titans games, and media relations at the Nashville hosted NCAA Women's Basketball Tournament and recent Super Bowls.

Derrick says the Blackhawk Helicopter ride and the team building activities stand out most of his memories of TGMI. He hopes that all TGMI members explore "stepping out of the box," and accept change. Derrick responded "N/A" to the question, "What do you wish you could be doing?" indicating that he enjoys what he does.



Spotlight

Derrick Smith
Class of 2006

Introducing Trish Pulley

Assistant Director of Employee Learning and Development

Trish Pulley is Assistant Director for the Tennessee Department of Human Resources, Employee Learning and Development Division. She joined state government two and one-half years ago bringing with her 18 years of management, leadership, and training experience from the private sector. Trish received her MA in 1987 and is proud to be alumni of Tennessee Technological University.

Trish's experience in program management includes developing and teaching a variety of training programs on topics such as change management, conflict management, team building, strategic planning, and developing leadership management skill sets. She has served as a consultant and facilitator in leadership and management programs for the non-profit community for many years.

She currently directs the offerings of learning and development opportunities for all departments and agencies statewide. In addition, she provides training consultation for the agencies seeking customized training programs. She orchestrates the delivery of workshops, conferences, and retreats as well as serves as the program manager for the Tennessee Government Management Institute.

One of Trish's contributions has been the recently developed training titled "Pre-Supervisory Leadership Development." for the Department of Human Resources, which was piloted in August 2006 as a customized program for the Tennessee Bureau of Investigation and is now offered statewide to all state employees.

Trish is leading the efforts for all leadership and management training initiatives creating and offering more e-learning and blended learning opportunities for state employees. Trish is a certified Relationship Awareness facilitator with an emphasis in conflict resolution and relationship building. Trish is a member of the American Society of Training and Development, and the Society for Human Resource Management.

Trish has two wonderful boys, George Russell (16) and Garland Bruce (14). She is a native of Nashville.

The TGMI Alumni Association Steering Committee welcomes Trish as our Ex Officio DOHR Representative.



Class Updates

Class of 2000

From **Nancy Blevins**: "The adoption of my 3rd son, Isaiah, was final on 9/11/2007."

Chuck Holland is the proud grandfather of Sydney Blair Overall, born May 20, 2007. She weighed 8 lbs. 1 oz. and was 20 inches long. This is Chuck's second grandchild.

Class of 2003

My Dear TGMI Friends,

It saddens me to inform you that I will be leaving my position as TN Chief Boiler Inspector to take on a new opportunity outside of state government. The last 14 years has been a tremendous experience, both personally and professionally. Since I went through TGMI in 2003, I have enjoyed the time spent getting to know many of you. After the birth of my little girl, I haven't been able to participate in as many functions, but that doesn't mean that you haven't been in my thoughts. I look forward to seeing you down the road. Continue to keep up the great job you do for the citizens of Tennessee. I'm proud of you all. Merry Christmas, Happy Holidays, and have a wonderful New Year.

Your friend,

Marty Toth

(p.s., For the class of 2003 (Da Best), Kristen and I are expecting baby number 2 in May. You can keep up with the Toth family on our blog at www.tothblog.blogspot.com Maddie Grace is getting sooooo big (so is Daddy for that matter!!!)

Class of 2004

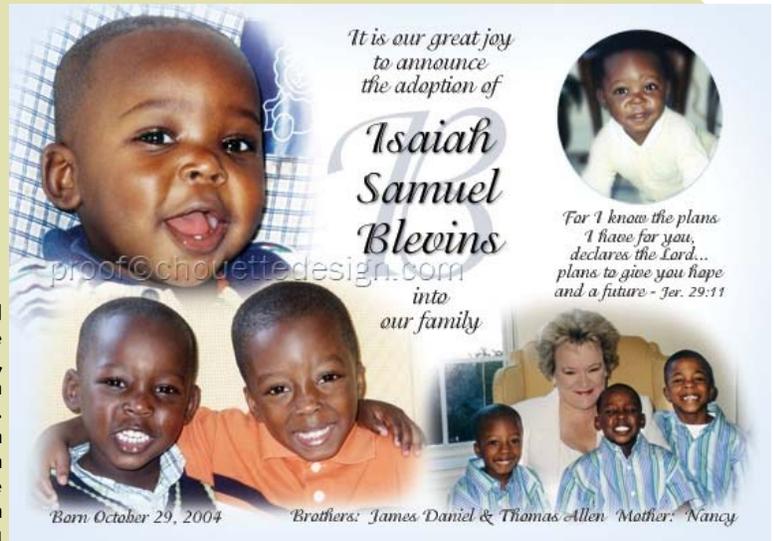
Classmates who have been on the move this year include **Gail Camp** who was lured over to the Department of Safety. Now we have two classmates at Safety. When we were in class, **Lisa Knight** was in the Driver Control division of Safety. She has been promoted to the director of the division that approves and issues license to carry a hand gun in Tennessee. I feel safer now, don't you? Another promotion within our ranks has been earned by **Laura Doutre** who is now director of operations for the Division of Mental Retardation Services. Way to go everyone!

We all got the email when **Linda Biek** left state government earlier this year to accept a position as Director of Governmental, International, and Professional Relationships at the national state board of Accountancy (NASBA). She is loving her new position and wants to keep in touch with her classmates. Her phone number is 564-2140. She's going to try to make it to next year's holiday breakfast since alumni and retiree are welcome.

Class of 2005

The Class of 2005 is deeply saddened by the sudden death of classmate, **Brooks Wilkins** on October 3, 2007. Brooks was a 30 year veteran of law enforcement, having served for the Middle Tennessee State Police Department and the Murfreesboro Police Department. Brooks was currently Special Agent on the Middle Tennessee Criminal Investigative Division of the Tennessee Bureau of Investigation since 2004. He was instrumental in the inception on new programs at the TBI, such as Amber Alert and the Tennessee Sex Offender Registry.

Brooks was an inspiration to all and the most humble person one would ever meet. Brooks will be forever in our thoughts.





TGMI was created in 2000 for mid-level managers, with supervisory responsibilities, in state government. Each year, in two intensive weeks over a two-month period, TGMI provides thirty of state government's mid managers with the opportunity to broaden their perspectives of management, responsibility, and perspectives of leadership principles and practices. TGMI class members travel to the University of Tennessee in Knoxville and to a Tennessee State Park to develop additional skills and knowledge needed to efficiently manage resources and organizational systems and to analyze and discuss local changes that are rapidly occurring in the business, political and overall workplace environment. The TGMI experience is designed to help class members gain fresh perspectives and enhance their leadership skills.

State managers work "where the rubber meets the road". They must be able to interpret policy and law into workable processes for staff and they must champion change and assure that services to citizens are efficient, effective and customer focused. They must have skills and knowledge to improve workplace performance, interaction and productivity. TGMI provides a forum to develop the knowledge, skills and insight necessary to lead and sustain organizational effectiveness and efficiency in dealing with these challenges.

Word from the Chair

As I sit here listening to old school Diana Ross, the album "Upside Down," I can not believe how fast 2007 has gone by and I can't believe that I bought my first copy of this CD in album form back in 1980! Time does fly!

We will be fully into the 2008 TGMI Steering Committee year by the time you read this, but our Chairman for 2008, Greg Duncan, is very gracious in allowing me one more go round in the Newsletter. This has been an awesome year, and I thank every one of you for making it so.

2008 is going to be an even greater year. I always said that I wanted 2007 to be a year to renew, refresh, and reignite the membership and to encourage our alumni to see that there is still vitality in all of our members from 2000 through 2007!

Life is moving forward at an awesome pace, and I know that all of our alumni, with our many strengths and talents, can become even more involved this year in showing not just your management, but your co-workers, fellow state employees, and the citizens of our great state what having TGMI means to all of them.

DOHR should not be expected to be the only source of information and encouragement for the continued success of TGMI. We must partner with them and make the positive results as visible as the intent. We are in a time of change in state government, with Edison, two more TGMI classes, and senior cabinet members leaving for new horizons. But as the saying goes, "Change is the only constant."

Thank you all for a wonderful year and for the wonders to come in 2008, under Brother Greg. Be blessed and continue to be dedicated to all that makes our organization so wonderful!

Be blessed.
peace.
Melvin Jones, Jr.



Dates to Remember

*TGMI 2008 Accepting Applications
February 29th*

*TGMI Community Service Project
Habitat for Humanity
April 5th*

*2008 TGMI Class Dates
Session 1
May 11-16 and July 13-18
Session 2
June 22-27 and August 17-22*

*Holiday Breakfast
December 5, 2008*

(Continued from page 2)
 2007 Class Superlatives.

Best Looking	Melisa	Kelvin
Best Personality	Melisa	Brandon
Biggest Flirt	Susan	Gary
Class Clown	Susan	Joel
Life of the Party	Angie	Gary
Most Artistic	Michele	Ed
Most Athletic	Meredith	Pat
Most Fashionable/Best Dressed	Bernadette	Sterling
Most Friendly	Kerry	Gil
Most Influential	Marilou	David
Most Likely to Brighten Your Day	Marty	Kelvin
Most Outgoing	Shay	TJ
Most Outrageous	Susan	Sterling
Most Scholastic (Class Scholar)	Melissa	Tim
Most Spirited	Angie	Luke
Most Talented	Meredith	Ed
Most Unforgettable	Marvene	Dale
Most Unique	Penny	Dale
Wittiest	Lisa	Joel
Most Modest	Brenda	Gil
Coolest	Jan	Kippine

On behalf of the Fall Class of 2007, we thank DoHR and our respective departments for allowing us to be a part of such a special program that we will never forget. And by the way, if you haven't heard it yet, we are **"Simply the Best"**!

Angie Duncan, TGMI Fall 2007, Class President

2007 Fall Class Officers



Angie Duncan
 Transportation
 Class President



Melisa Hucks
 Military
 Steering Committee
 Member



Edwin Mimms
 Safety & Homeland
 Security
 Class Reporter

(Continued from page 1)

first training session discussed the difference between managers and leaders. It was the first time I had heard this topic, and I immediately realized that I was a true "manager". I was impressed by the training and went to lunch thinking that if the remainder of the week was anything like this first session that it would truly be worth the week away from a very busy time at work. I did not know what waited for me personally after lunch. The topic was stress management, and Ken Levine, outlined two slides of burnout signs, and I had every single one of them! At this point, I thought it was going to be a very long week, but one I was looking forward to. After class we met in front of the Conference Center and took a bus to the UT Sports Hall of Fame, where we met Phil Fulmer, and a few of our classmates even had their pictures taken with him. Although we did meet Phil Fulmer, we were disappointed that we did not get to meet Pat Summit or Bruce Pearl. After the tour, we took a group photo inside the UT Sports Hall of Fame, and ended the day with dinner on the river at Calhoun's.

Each of the remaining days began with personal introductions from six classmates, followed by an article presentation. Wednesday afternoon we received our SDI 360 feedbacks. Some of the class was quite surprised to discover their color, but even more surprised to discover how others saw them.

Thursday was the most important day for me and many of my classmates. It was our teambuilding day, which was held at the Crittenton Center. I had not looked forward to this day because we were to be outside in the heat all day, but it was extremely rewarding. We divided into three teams: Lions, Tigers, and Bears. Each team had different activities during the day. The afternoon for the Tigers was at one point thought to be an afternoon of personal challenges. As I was striving to push myself outside of my comfort zone, I realized that I was not alone in this task. It was still very much a team activity, and without my team members, I would not have been successful.

Our last day in Knoxville started once again with a huge breakfast, class introductions, and an article presentation. Tom talked about the creation of our IDPs, or individual development plans to be submitted before we left Paris Landing. We ended the morning with excitement as we were returning to our homes and families but sadness was also in the air as we were leaving 29 people with whom we had quickly become very close, although we did not know much more than their names a few days before.

One month later, we gathered together again at Paris Landing State Park. In some respects, it seemed as if this time would never arrive, but at other times, it seemed like it had only been yesterday that we were together in Knoxville. We congregated in the lobby of the hotel on Sunday evening and began catching up with our newest friends before having our first of many meals together that week.

Monday morning started off with a true ice breaker, as our soon-to-be Class Reporter noticed a frozen fish in the pitcher of drinking water placed on our table. Fortunately the day ended much better than it started. After class, we finally took a ride on a Blackhawk! Most people enjoyed the ride, but a couple were quite relieved when the ride was safely over. We ended with a large group dinner at a great restaurant in Paris where we met a class members' long time friend who entertained us with humorous stories and ended the night by removing his toupee!

We had another week of great classroom sessions, lively discussions, wonderful team article presentations, and bonding in and out of the hospitality suite. We learned about situational leadership, how to manage different generations, and which fork to use when eating. We were greeted by Commissioner Story and members of the Steering Committee on Thursday. Thursday evening many classmates (myself included) could be found in the classroom working on our IDPs, which were due the following day. Completing the IDP was a bit of a challenge for me because it meant admitting that there are areas in which I could improve ... it meant admitting that I am not perfect.

Friday morning began with a TGMI Class of 2007 Summer theme song to the tune of the Beverly Hillbillies. We then ended with a slide show of our two weeks together and a resolution outlining just a few of our memorable (and hilarious) events from our much too short two weeks together. As everyone said their good-byes, tears were spotted in the eyes of many and on the cheeks of a few. We were much saddened to know that we were leaving our fellow classmates, our new friends whom by this point, we each considered our family.

Robyn Probus, TGMI Summer 2007, Class President

2007 Summer Class Officers



Robyn Probus
Office of the Comptroller
of the Treasury
Class President



Linda Cone
Safety & Homeland
Security
Steering Committee
Member



Cynthia Greene
Environment &
Conservation
Class Reporter

Stepping Out of Tennessee State Government -to a Cambodian Culture

By Chas Taplin (Class of 2001)

Late in 2004, my wife and I were offered a chance to leave most everything that was familiar to us including our jobs and travel approximately 10,000 miles to work in a hospital in Phnom Penh, Cambodia. The thought of quitting our jobs and moving our family halfway around the world was humorous at first. Then after some consideration, the offer became more of a dream than a joke and finally it evolved into a treasured opportunity. Yes, this was a chance to help the poor in Cambodia, but more intriguing to me was that it was a chance to step out of my comfort zone and live and work in a totally foreign environment. I wanted to see life from another angle and live it without a safety net. I wanted to step out on faith that my family and I would grow stronger as a family and be provided for even under these drastic changes. There was more than just a little doubt pulsating through my body that December day when I turned in my resignation after some 17 years with State Audit. My wife's term as an adjunct faculty member at Belmont University had already ended. I couldn't help but wonder if we were making a huge mistake.

On January 15, 2005, we left our house empty, the keys with a realtor to find a renter. With two large suitcases each, my wife, two boys, and I boarded a plane destined for Cambodia. We all buckled our seatbelts tightly, not knowing what was in store for us. Some 36 hours later, we landed in Phnom Penh's municipal airport. From that point on, everything was different. We weren't in Tennessee anymore.

The native language, Khmer, was very different and three times during our workweek at a hospital, we attended our Khmer lessons. Fortunately, most of the younger Cambodians had studied English and uncomplicated issues could be discussed and sometimes resolved. However, we learned that "yes" didn't necessarily mean that something was affirmed but rather it just meant that they heard you. They might say yes but have no idea what you were saying. Initially, we certainly didn't understand a word they said.

The Sihanouk Hospital-Center of Hope's finance office responsibilities assigned to me were also different than the auditing perspective that I was accustomed to. Besides performing very new responsibilities such as writing contracts, grant reporting, budgeting, writing policies, setting pay scales, and overseeing the security and maintenance departments, I learned that bribes or offers were quite common in many transactions. Additionally, food at meetings is very important. How about a slice of mango or grapefruit before we discuss our lease? Furthermore, promotions to friends were expected.



Chas Taplin (TGMI Class of 2001) with his wife Susan and sons Zane and Tyler in Cambodia

The food was strange and always served with rice. What is that over at the road stand? Are they serving spiders and crickets? Very odd but true. Generally, the spiders and crickets are sold as a novelty treat to foreigners. Generally, the meals served by the street vendors were more tame. For breakfast, there were usually two choices, vegetables with either rice or noodles. For the lunch period, which seemed to extend from about noon until 2 p.m. because of a traditional meal with a nap included, there was plenty of chicken, pork, or beef mixed with vegetables and of course, rice. Good luck trying to find anyone to repair a broken down air conditioner. Remember to schedule any afternoon meetings in the late afternoon if you want anyone to show up. At the villa, we varied our dinners between American style dishes and local cuisine. I became quite fond of the lintel soup with mashed potatoes or the spicy shrimp soups with a bowl full of rice.

Our two boys enrolled in international schools and made best friends from India, China, and many other countries. In their spare time, they made games out of chasing geckos (lizards) around our villa and played football (that's what we call soccer) or basketball with the villa guards. Additionally, both took Khmer lessons. They seemed to blend in well with the

(Continued on page 11)

A Legacy within
TGMI



Trish Pulley

recently accepted the position of the Assistant Director of the Employee Learning and Development Division, and is now responsible for delivery of the TGMI and TGEI programs. Her father, **George**



LEGACY

(To Trish... To Your Father... and To Us)

*We see your Legacy and feel your desire
To in our cause a heightened passion inspire
A Legacy here in our humble midst
By fate your walk was truly blessed
To stand in a place where your father stood
Upholding and building on all we call good
An Institute founded to set willing minds free
From images etched of who they say we should be
Management greatness achieved now for sure
TGMI a spirit in us all to endure
A secret you held that we now share
A father, a daughter, a Legacy of care
To do what many would hesitate to do
Help others achieve and to their ideals stay true
A father, a daughter, and a cause we all love
Ordered steps that must have been set from above
Thank you for caring, for commitment, for faith
For realizing that on excellence we cannot wait
Thank you for your willingness to stand and stand tall
A Legacy you share and now share with us all!!!*

Melvin Jones, Jr., © January 10, 2008

Bass, served as an Assistant Commissioner within the Department of Human Resources (formerly the Department of Personnel) during the inception for TGEI. Mr. Bass served as a mentor to **Cindy Saladin**, who shepherded TGMI through its infancy, and 7 years of production. From the steering committee, we really appreciate Trish coming on board and continuing the effort to make the TGMI program a premier nationally recognized executive development curriculum, not just for state government but commensurate with private programs. This is a career path she was seemingly born to take.

T
G
M
I

(Continued from page 9)

other children, many that had never lived in their parents' homeland. Yes, it seems that there is a whole society of expatriates and their families that migrate from one international assignment to another.

The Cambodian drivers certainly didn't appear to have any formal instruction of the rules of the road. The only apparent rule was that the bigger vehicle had the right-of-way. The smaller motos had to use at least minimum caution. The taxi drivers rode motos but could be recognized in the sea of traffic by their ball caps. Other taxi drivers used carts, called tuk tuks, attached to the moto with one or two seats available for passengers. Another form of transportation was the cyclo, or a large bicycle with a seat attached to its front. An assortment of these vehicles, along with cars, trucks piled high with people or products or a cart pulled by oxen, maintained a steady flow down most every street until the early hours of the morning.

What was initially a one-year commitment quickly became two years. As I expected, the time went very fast and it was difficult to say goodbye to our Cambodian friends in late December of 2006. They took such great care of us we considered them as part of our family. The four of us are now back in our home in Hendersonville. I returned to state government and landed back in the office where I had spent most of my career. My wife is a nursing instructor at Belmont University. I thought I was lucky that my former office offered me a position when I returned. My boss said he considered it a personal favor that I came back. How awesome is that?

I have many treasured memories of the Far East. Life seemed so fragile over there. The people I worked with weren't paid very much, nor did they have any wealth or savings. But they were happy to be employed. Happy to be productive and helping ease the suffering of many Cambodians treated at the Sihanouk Hospital. I learned many lessons about working with others and being part of their team. I will always miss them and will continue to pray for them. The memories of those friends and colleagues and the lessons learned will always remain a part of me. I am very glad that I stepped out when the opportunity arose and grateful that I can step forward to the next chapter in my career as part of Tennessee government.

Just for the record, I did try one of those spiders and surprisingly, I liked it.

Creating Stronger Leaders for a better Tennessee

TGMI Instructions for Updating Alumni Directory

1. Open internet browser to <http://tennessee.gov/dohr/>
2. Scroll down page and click pm **Tennessee Government Management Institute** on left hand side of page.
3. Scroll down page and click on **Alumni Directory** on left hand side of page.
4. Type in your social security number in **User ID**.
5. Type TGMI in **Password** and press login button.
6. Type in a new pass word in the **New Password** and **Verify Password** fields. **Remember this password as you will need it to log in to the site in the future.**
7. Select a security question and type the appropriate response in the **Your Answer** field.
8. Click one time on **Change Password**.
9. Scroll down the page and click on **Demographics** on left hand side of page.
10. Click one time on **Demographics**.
11. Fill in all fields by tabbing to navigate from one field to another. You can also use your mouse to move from field to field along with clicking on the drop down boxes.
12. When all fields have been updated click on **Insert / Save** one time.

To Exit the system click on **Exit Directory** then click on Click Here to return to home page or you can click on the “X” in the upper right hand corner of screen to close your browser.

To Update Information in your profile

1. Open internet browser to <http://tennessee.gov/dohr/>
2. Scroll down page and click on **Tennessee Government Management Institute** on left hand side of page.
3. Scroll down page and click on **Alumni Directory** on left hand side of page.
4. Type in your social security number in **User ID**.
5. Type in your password in **Password** field and press login button.
6. Scroll down the page and click on **Demographics** on left hand side of page.
7. Click one time on **Demographics**.
8. Fill in all fields by tabbing to navigate from one field to another. You can also use your mouse to move from field to field along with clicking on the drop down boxes.
9. When all fields have been updated click on **Insert / Save** one time.

To Exit the system click on **Exit Directory** then click on Click Here to return to home page or you can click on the “X” in the upper right hand corner of screen to close your browser.

