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TGEI INFORMER

A quarterly newsletter issued by the Tennessee Government Executive Institute Alumni

In this issue:

- 2015 Calendar of Events
- Alumni Spotlight: TBI Director Mark Gwyn
- The Leader as Coach
- ...and a late-breaking news bulletin on page 4.

2015

2015 Steering Committee Installed

TGEI's new Steering Committee is in place and is working to create a great year for the members of the alumni network. The installation took place at the December breakfast meeting. Representing you this year are:

Chair: Brigitte Tubbs-Jones

Vice Chair: Julie Perrey

Representatives At Large: Jeanine C. Miller and Lynette Porter

Immediate Past Chair: Luvenia Harrison

2014 Class President: Jeffrey Kriseman

2014 Class Vice President: Stephanie Mitchell

2014 Class Representatives: Jenny Howard and Vickie Hutchings

2014 Representatives at Large: Patrick Allen Ryan and Vicki Guye

2013 Class President: Monica Middlebrooks

2013 Class Vice President: April Anderson

2013 Class Representatives: Curtis Clan and Chris Padgett

Ex-Officio Member Trish Holliday (DOHR) or **Designee** Antonio Meeks (DOHR)

Comments from the Chair



Hope your 2015 is off to a great start! The TGEI Alumni network made great strides in 2014 and we will only build on that momentum this year. I want to take a moment to introduce a new initiative, **TGEI Gives Back**, which will allow our network to serve our community through a series of events throughout the year.

As leaders, we are charged with the responsibility of giving back and it is my belief that community service should be a year-round activity instead of a once-a-year event. The newly created Community Service committee will be responsible for organizing opportunities for TGEI Alumni to give back this year. It's my hope that each of you will take advantage of this opportunity to bond through service to the citizens of Tennessee.

A Fiscal Responsibility Committee has also been created to ensure that our resources are handled wisely and we leave the organization in equal or better shape than when we started. Get ready for a year of amazing professional development events, networking, and service!!

Leading for a better Tennessee,

Brigitte Tubbs-Jones

Help Gather the News

Send in your stories and pictures to the **TGEI Informer!**
Email them to:

Jenny.Howard@tn.gov
and

Melissa.McDonald@tn.gov

This Year's Calendar of Events

January:

16: Steering Committee Meeting, 2:00-3:30 p.m., Dept. of Labor & Workforce Development, Volunteer Room

February:

12: Newsletter published

13: Steering Committee Meeting, 3:00-4:30 p.m.

March:

18: Spring Mixer, 5:00-7:00 p.m., Pinewood Social

20: Steering Committee Meeting, 2:00-3:30 p.m.

April:

10: Steering Committee Meeting, 2:00-3:30 p.m.

17: TGL Golf Tournament, Montgomery Bell State Park

TBD: TGEI Gives Back

May:

14: Newsletter published

15: Steering Committee Meeting, 2:00-3:30 p.m.

19: Professional Development Luncheon

June:

19: Steering Committee Meeting, 2:00-3:30 p.m.

July:

9: Newsletter published

17: Steering Committee Meeting, 2:00-3:30 p.m.

August:

TBD: Signature Event

21: Steering Committee Meeting, 2:00-3:30 p.m.

September:

TBD: Professional Development Event

TBD: TGEI Gives Back

18: Steering Committee Meeting, 2:00-3:30 p.m.

October:

8: Newsletter published

16: Steering Committee Meeting, 2:00-3:30 p.m.

November:

20: Steering Committee Meeting, 2:00-3:30 p.m.

December:

9: TGEI Holiday Breakfast

The Leader as Coach

Of all the behaviors of a great leader, the one that perhaps has the greatest impact in an organization is modeling the way. When leaders put their words into actions by practicing the very behaviors they ask of others, it builds trust, credibility, and accountability throughout the organization. No one wants to follow a leader who does not uphold in his or her own behavior what is asked of others.

Consider, the concept of coaching. When you are asked to think of a great coach, who comes to mind? Most likely you think of either a well-known coach of a professional or college team, or a coach you had when you were in school. But do you think of a manager or supervisor you presently have or had in the workplace? Unfortunately, for many, a workplace "coach" is not the person that comes to mind. However, one of the key responsibilities in leading people and managing employee performance is to coach. Coaching is not only a tremendous responsibility of leadership; it is a *leadership style*. Effective people leaders clearly

understand that coaching is not simply a feedback session or a conversation that occurs over a single event, such as a performance review session. Coaching is a process that involves succinct, specific steps. In



essence, "a coach is someone who genuinely wants to see a person achieve their full potential; (a coach) engages the person in ways that helps the person

(continued on page 3)

Alumni Spotlight: TBI Director Mark Gwyn

TBI Director Mark Gwyn has 30 years of experience in law enforcement, with 27 of those years serving the Tennessee Bureau of Investigation. His career is proof that hard work definitely pays off. His passion for public service and law enforcement can be attributed to his father's career in law enforcement. Gwyn began his career as a Special Agent with the Special Investigation Unit, and worked as a Field Agent (Criminal Investigation Unit) for several years before being promoted to Executive Officer in 1996. In 2001, he was named Assistant Director of Forensic Services Division and was appointed to his current position as Director in 2004. In 2010, he was re-appointed to the post.

Gwyn's leadership and service does not end with TBI, but extends

to numerous boards, councils, and non-profit organizations where he is actively involved. In May of this year, he will take office as



Mark Gwyn

President of the American Association of State Criminal Investigation Agencies, which includes 41 states of his peers. He also serves on the Criminal Intelligence Coordinating Council, which is charged with the

development of long-term strategies for sharing intelligence across the country. Director Gwyn also serves on the IACP (International Association of Chiefs of Police) Dangerous Drugs Advisory Committee, which works alongside the DEA in developing national policy. A little closer to home, Director Gwyn serves on the Community Foundation Board, as well as other task forces and committees of various Nashville organizations.

Director Gwyn's leadership journey should inspire us all to continue to seek professional and personal development even when we think we've reached the pinnacle of our careers. There's always an opportunity to serve.

**By Brigitte Tubbs-Jones,
TGEI Chair**

The Leader as Coach *(continued from page 2)*

discover for themselves the best ways to be most effective (*A Manager's Guide to Coaching*)."

Leaders in state government are responsible for creating the workplace environment. If coaching is to become part of that environment, then leaders must both practice and support coaching throughout the organization. Leaders should be able to coach others and enable managers and supervisors to receive necessary training so they too can coach their employees.

The Coaching Model developed by the Department of Human Resources is a performance management tool designed to enhance employee engagement and foster a high performing work environment. It prepares managers and supervisors to engage in coaching conversations with employees in an effort to meet job performance goals.

The Coaching Model is a leadership style by which the manager engages the employee in multi-way communication and development by asking appropriate questions, guiding the employee, listening and providing feedback. Having S.M.A.R.T. Performance Plans is

just the beginning of creating an environment of high performance. Supervisors and managers must also develop the skills necessary to work with individual employees to determine how to move employees from good to great performers. Coaching is a proven process that engages both supervisors and managers and their employees in achieving the agency's goals, creating a workplace of continual improvement that lowers staff attrition, increases the internal leadership pool and reduces micro-managing.

To discover how Strategic Learning Solutions can assist in helping you both model the way and create an environment that emphasizes coaching, go to the Department of Human Resources' webpage to learn how your agency can implement Performance Coaching through customized workshops and train-the-trainer certification. Follow the link below for more information. <http://www.tn.gov/dohr/learning/resources/registration-and-resources.shtml>

**By Trish Holliday,
DOHR Assistant Commissioner/Chief Learning Officer**

Late-Breaking News Bulletin!

TGEI Alumni



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TGEI Chair Brigitte Tubbs-Jones has been named to the 2015 list of Nashville's Top 40 Under 40! The annual awards are presented each year by the Nashville Business Journal.

Tubbs-Jones told the members of the selection panel that she is inspired by the spirit of service she sees in her parents.

This year's Top 40 will be honored at a luncheon on March 26. To see the complete list, go to:

<http://www.bizjournals.com/nashville/gallery/144651?r=http%3A%2F%2Fwww.bizjournals.com%2Fnashville%2Fblog%2F2015%2F01%2Fnbj-announces-2015-40-under-40-winners.html>

By Jenny Howard, 2014 Class Representative

About Our Organization

The mission of the Tennessee Government Executive Institute (TGEI) is to promote effective leadership in state government by providing TGEI Alumni Network with opportunities for education, leadership development, and networking with fellow alumni and state leaders.

The membership of the Network is open to all TGEI participants who have completed the TGEI course sponsored by the University of Tennessee and the Tennessee Department of Human Resources.

The Final Glance



Tennessee in Winter (State Photo Services)