

Leadership Philosophy

by CEO David Hart

As you all know, I am very passionate about our Vision, Mission and Values and talk about them whenever possible – for validation, please see the videos of all of the Town Hall meetings since I have become CEO of TRICOR. These set the culture of the organization and help all employees determine if they are on the “right bus or seat” or if they should get “off the bus” with their career at TRICOR. It is never a personal issue with me if someone wants to leave, and I hope everyone that is here wants to be here!

Another statement that is very important to me and is the one I refer to when making business decisions and trying to stay focused is my leadership philosophy. I have tried to capture it in the simplest form possible, and it has evolved over the course of my 30+ year career, but it has only been revised once.

The first iteration on my philosophy occurred several years ago and states:

“Begin with the end in mind, have passion for what you do, and surround yourself with the best people possible.”

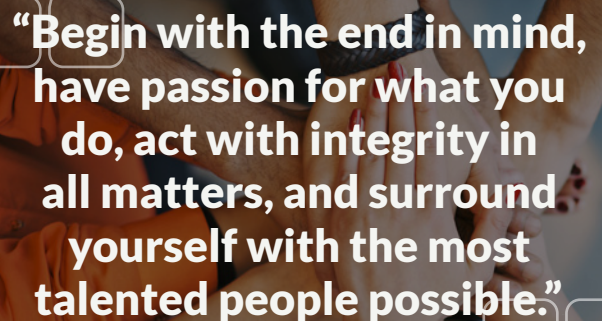
I based this simple statement from lessons learned and from my experience as a manager in leading people. The philosophy comes from several sources or influences in my life that include Dr. Stephen Covey, Jack Welch, Dr. Edwards Deming, Ken Blanchard, and Jim Collins and from some of my mentors, including past managers and executives in organizations where I have worked.

Since that first original statement, I have recently revised the philosophy to where it now states:

“Begin with the end in mind, have passion for what you do, act with integrity in all matters, and surround yourself with the most talented people possible.”

While the revised statement is not that much different, the changes reflect where I am as a leader today versus in the past. It has evolved from what I have learned while at TRICOR and from my discussions with each of you on our Vision, Mission and Values. The process supports one of TRICOR’s values, Right Today Better Tomorrow, in that I am constantly reviewing my thoughts and beliefs in which I see the world. I am curious about many things and seek new ideas on how to be better at what I do every day. It has also helped me determine what is important and the type of person I wish to be remembered as.

Several of you have developed your own leadership philosophy, and I hope that you lead your lives and the people you work with by the values stated in it. As Dr. Stephen Covey has written and discussed at length, these are your “true North” principles and should be non-negotiable when living your life or in your decision making process. I challenge each of you to develop this philosophy if you have not done so already. It will really help you stay focused and true to yourself when faced with adversity.



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- David Hart



Governor Haslam Speaks at Tennessee Government Leadership Conference

by Tracy H. Long

The Tennessee Government Leadership Conference attendees were pleased – and surprised – to welcome Governor Bill Haslam as special guest speaker at the annual event held Tuesday, October 30th, at Lipscomb University.

With approximately 81 days left in office, Governor Haslam made a powerful and motivational speech emphasizing public service and the upcoming change in leadership. He also applauded the efforts of the approximately 42,000 state employees that provide services to the 6.7 million citizens of the state, noting that many of the state services are not attainable anywhere else and without assistance.

“State Employees have a sense of the bigger purpose and want to do something that matters,” Governor Haslam said.

Governor Haslam reflected back on the past eight years and shared his insight on the pending transition to a new governor, assuring the 500-member audience by simply saying, “It’s going to be fine.” He added that the transition will have a foundation of incredible people that care about our state and reiterated that Tennessee is the best state to live, work and raise a family.

Governor Haslam ended with a heartfelt thank you and farewell.

“It has been a privilege to work with you.”

Thank you to Governor Haslam for your dedication in serving the State of Tennessee. You will be missed.



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– Governor Haslam

EMPLOYEE SPOTLIGHT

TRICOR Welcomes New Internal Auditor



Matthew “Matt” Nobles recently joined TRICOR as internal auditor, reporting to CEO David Hart and the TRICOR Board of Director’s Audit Committee Chair.

In case you are unclear about what an internal auditor does, Matt gave a brief overview to explain:

“Internal audits focus on the examination and evaluation of the adequacy and effectiveness of TRICOR’s governance, risk management, and internal controls, as well as the quality of performance in carrying out TRICOR’s mission.”

When asked what his favorite thing is about TRICOR, Matt said: “I enjoy most working with the dedicated people at TRICOR who do great work to support TRICOR’s mission to prepare offenders for success after release. Their loyalty to the vision inspires me to

evaluate TRICOR’s operational and financial controls to ensure TRICOR continues to impact and transform lives.”

Matt recently moved to Nashville from Indianapolis, where he worked in in internal audit consulting for KPMG public accounting firm. He chose Nashville so he could be closer to his sister, two nieces and one nephew – and three cats.

He added:

“I have no pets of my own, but they have 4 cats. Never a dull moment three kids and three cats!”

When Matt is not working, he likes to travel with his family and friends, try new Nashville restaurants and attend local concerts and films.

Welcome to TRICOR and Nashville, Matt! We hope you’ve enjoyed your time here so far.



Lisa Allen Graduates from TGEI!



CEO David Hart and Lisa Allen at the TGEI graduation ceremony



Congratulations to Lisa Allen for graduating from the Tennessee Government Management Institute (TGMI), hosted by the University of Tennessee Naifeh Institute for Public Service in Knoxville.

TGMI is a program created for mid-level managers within state government who have program or organizational responsibility. It serves to develop and promote the leadership abilities of middle managers to better serve their employees and, in turn, the citizens of Tennessee.

TRICOR employees must apply to attend, and candidates are voted on by the Executive Leadership Group, who then submits their selection to the Department of Human Resources for final approval.

Congratulations Lisa! We are proud to have you representing TRICOR, and we are proud of your accomplishments.

SUCCESS STORY



Donald Blair was part of the TRICOR Cumberland Product Group (CPG) program at Turney Center Industrial Complex (TCIX) in Only, TN. CPG manufactures engineered hardwood flooring, as part of the U.S. Department of Justice Prison Industry Enhancement program that

allows private businesses to operate in corrections facilities, where offenders earn civilian wages. While in the program, Mr. Blair demonstrated excellent leadership skills, the ability to learn quickly and make process improvements. After serving 20 years, Mr. Blair was released and CPG assisted him in his job search. He is now a full-time salaried operations manager at a CPG veneer manufacturing facility in Indiana, where he has already made an impact.

“Mr. Blair is a great example of why we continue to participate in the PIE program. We are proud to be a part of the PIE program, and tell our story about the impact programs like this make in transforming lives and giving people a second chance,” said Doug Van Nest, Vice President of Manufacturing, CPG.

Photo: Donald Blair and Doug Van Nest from CPG

