



**Mark your
Calendars!**

**Upcoming
Program**

January 18
James Puett, MA.
OD Consultant
and Corporate
Coach

News Item

2007 ASTD
International
Conference and
Expo

Register as a
group and save
up to \$450!!!

If you plan to
attend contact
Lee Ann Smith
at
Lee.Ann.Smith@
state.tn.us



Dear ASTD Friends,

Happy New Year! As we embark on another year in the ASTD Middle Tennessee Chapter we turn our attention to "Closing the Gaps". What gap has your attention and concern? A recent ASTD white paper, "Bridging the Skills Gap", addresses the national trend in the workforce due to changing jobs, lagging educational attainment, declining workforce growth, and lack of investment in workplace learning. Is your organization struggling to find skilled labor or replace retiring executives? Possibly you are experiencing gaps in your own learning organization; available talent just doesn't match up with assignments. Or maybe your own skills are lacking. Have you looked at the ASTD Workplace Learning Professional Competency Model lately? Whew! There is always room to grow. And last, but not least, the recent survey of our chapter membership reveals improvement needed in the areas of communication and sharing of best practices. We want to start the New Year with more than just resolutions. Setting and working on S.M.A.R.T. (specific, measurable, attainable, realistic and tangible) goals helps ensure success. Whether you are interested in organizational issues or personal development the 2007 Middle TN ASTD Board is committed to providing resources and inspiration for you to achieve your goals. Likewise, we need your involvement to move the organization forward. Together we can "Close the Gaps" in 2007.

Lee Ann Smith

**Job Postings
Are Now
Available
Online!**

<http://www.astdtn.org/resources>

**This month's
featured Job
Postings**

**Medical Manager
Software Trainer
Community
Health Systems,
PPSI
ppsi_resumes@chs.net**

**Manager,
Training and
Organizational
Development
Allegheny
Technologies
Metalworking
Products
<http://www.alleghenytechnologies.com/>**

**Director of
Organizational
Development/
CLO**

**Mountain States
Health Alliance
<mailto:ras@andersonexecsearch.com>**

**Training Manager
Sage
Management and
Technical
Recruiters
doug@sagerecruits.com**



Past President's Message

As we go into the beginning of a new year, I would like to express my sincere thanks to all those who have played a part in our chapter's continuing success in 2006.

First, I would like to thank our members for their continued participation in chapter events and chapter-related activities. Your spirit and enthusiasm in participating and sharing your knowledge continues to enhance the member experience that we believe is a cornerstone of our Middle TN chapter.

Next, I would like to thank our committee members. They have contributed their energy, enthusiasm, devotion, and time to ensure that our different initiatives support and enhance each member's experience.

Finally, I give a huge thanks to our Board who have supported me last year in rebuilding and refining our infrastructure and foundation. Rarely has a board worked so hard, so harmoniously, and so unselfishly to achieve such solid results both financially and in positioning us for the future.

Thank you for making ASTD the place where professional trainers gather, learn, and thrive!

Warm wishes for your continuing success,

Pat White, Past President

Don't Miss January's Program!

WHEN

Thursday, January 18, 2006 4:00pm – 6:00pm

WHERE

Caterpillar Financial
2120 West End Avenue
Nashville, TN 37203

Integral Change: A Current State and Future State Model for Leadership & Organizational Development

James Puett, MA. OD Consultant and Corporate Coach

Integral Theory is an integrated, holistic model for describing both current and ideal or desired states of individuals, organizations and communities. It helps us understand the intersection of diverse schools of study such as psychology, sociology, spirituality, systems thinking, and many more. This session will explore some of the questions and possible directions concerning the potential of Integral Theory in leadership and organizational change. We will explicitly cover some of the questions we might use in understanding current state and possible future states for both individual leaders and the organizations we work with. Doing this type of integral gap analysis helps inform our efforts in various means such as consulting, training, and coaching.

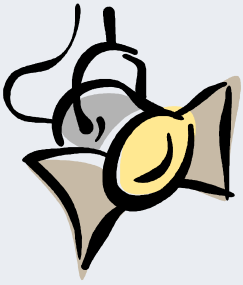
Bio: James Tracy Puett is a corporate coach and organizational development consultant. With over 15 years in management, training, coaching, and consulting he brings a diverse background in healthcare, telecommunications, and personal growth to his work. A graduate of the Whole Systems Design MA program at Antioch University Seattle, James seeks to embody an integrated, systemic, whole-person and whole-system approach when working with clients. Currently an internal consultant with Healthways in Nashville as well as contributing to independent external projects, James travels widely throughout the US and Canada.

This is your
chapter – the

Middle Tennessee Chapter

Our Chapter
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ordering from the
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chapter receives a
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To access the
members only
section email
info@astdtn.org
to get the
username and
password.



Spotlight on 2007 Board Members

Congratulations to all of our new Board Members! If you are interested in becoming more active in ASTD then you need to contact one of our board members below. We have several different committees to serve many interests. The best way to become more active is by volunteering. You can devote as much or as little time as you would like.

Our 2007 Board Members

President

Lee Ann Smith, CPLP
State of Tennessee,
Department of Finance and
Administration, Office of Audit
and Consulting
741-6031 (o)
lee.ann.smith@state.tn.us

President-Elect

Rick Moffett
Middle Tennessee State
University
Psychology Department
MTSU Center for
Organizational and Human
Resource Effectiveness
217-2084 (o)
rmoffett@mtsu.edu

Past President

Pat White
The Spectrum Group
371-1924 (o)
results@patwhitecoach.com

VP Finance

Sally Johnson
Hemophilia Health Services
850-5175 (o)
sally.johnson@hemophiliahealth.com

VP Administration

Janie McCreary
812-6961 (o)
janiemccreary@bellsouth.net

Co-VP Community Relations

Cindy Zwickel
Custom Fabrication, Inc.
259-9040 (o)
cindy@customfabrication.net

Co-VP Community Relations

Kim Newman
833-7878 (o)
kjnewman1@yahoo.com

Co-VP Marketing and Communications

Bob Duthie
Duthie Associates, Inc.
298-7381 (o)
bob@duthielearning.com

Co-VP Marketing and Communications

Christopher (Chris) Westfall
The Tennessean
cwestfall@tennessean.com
726-8980

Co-VP Membership

Marcus Williamson
AmSurg Corp.
665-3579 (o)
mwilliamson@amsurg.com

Co-VP Membership

Jan Wilson
Insight Partners, Inc.
620-4477
JWilson@insightpartnersinc.com

Co-VP Programs

Toby Cannon
Broadcast Music, Inc.
401-2876 (o)
tcannon@bmi.com

Co-VP Programs

Lynn Manzelmann
Sr. VP, Director of
Implementation and Training
IDT Alliance/NSG Strategies,
Inc.
377-9687 (o)
lynnidt@comcast.net

Awards Highlights!!!



December 13th Breakfast



December 13th Breakfast



Healthways Award



MTSU Award

Thank you to our Survey Sponsor: Inquisite Web Survey System



Thank You to Our Past Program Sponsors



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