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A Note From The President



Dear ASTD Friends,

Strengths, passions, and all the things we really have to do -- we often overlook the link between all three, opting for the focus on the day to day necessities that are directly in front of us. Yet, professionally we often coach and counsel others to connect the dots for a more fulfilling work/life balance.

Later in this issue of our newsletter, Angela Ellis has an article about the role passion plays in your life. Here, I want to take a few moments to talk about finding your strengths. If you've been in the learning field for any amount of time, you've no doubt heard of Marcus Buckingham and the strengths movement. Buckingham spent 17 years at the Gallup Organization conducting research into leaders, managers and workplaces. He used that research, and with Donald O. Clifton, Chair of the Gallup International Research & Education Center, created a means to identify one's talents and build them into strengths using 34 dominant "themes" that have thousands of possible combinations.

He's authored books that have sold 3.6 million copies, has appeared on Oprah, *The Today Show*, *Good Morning America*, created models, mindsets, films and – you get the picture. Normally, I shy away from "gurus," but when I flipped open the first few pages of *Now, Discover Your Strengths* and saw "Two Million Interviews," I was intrigued. So I got the book; took the test; had the "aha" moment.

The "aha" moment came when I saw the list of 5 top strengths that resulted from my responding to less than 20 questions. All 5 described me (almost) to a tee. It wasn't so much the information, but having the language to describe my strengths I found empowering.

Consider two primary questions he asks us to consider when identifying strengths:

Which activities did you find yourself looking forward to last week?
Was there a time last week when you got in your zone?

That's not to say we don't have weaknesses or skills that we do well and don't particularly like. What he's advocating is that we make our strengths prominent features of the work we do and how we spend our days.

We often forget that titles do not truly define us, our talents and skills do. That's the importance of knowing and being able to communicate our strengths. Find the best words to describe your strengths and your passions so you can tell yourself and tell others. Look for ways to shape your work world and your world outside work to include them. With or without Marcus, I believe that if you find your answers to his two questions, you're on your way to a more positive internal balance.

My best wishes for your own "aha" moment in the near future,

Toby

**STAY TUNED FOR MORE ON THIS EXCITING,
UPCOMING PROGRAM!!**

May 21st

Speaker: Mike Song

Lead Author, "Hamster Revolution"

Subject: Is email taking over your life? Is your team spinning its wheels on email? Mike will talk about how to manage your email so that it doesn't manage you.

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**2009 Board
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YOU ASKED AND WE ARE DELIVERING!

In 2008 we conducted a survey to find out what you want from your chapter. One of your most frequent remarks was providing more nationally-known speakers and programs.

We are delivering on that request!

Throughout 2009, you will be exposed to nationally known authors, speakers, and learning experts.

We look forward to sharing these exciting programs with you as we strive to make the world work better.

VU-Owen Organizational Studies and Human Resources Management
Professor, Dr. Neta Moye present:

Strategic Alignment of Human Capital

April 27-28, 2009

The premise of this 2-day course is that HR practices and processes can have strategic value if aligned with organization strategy.

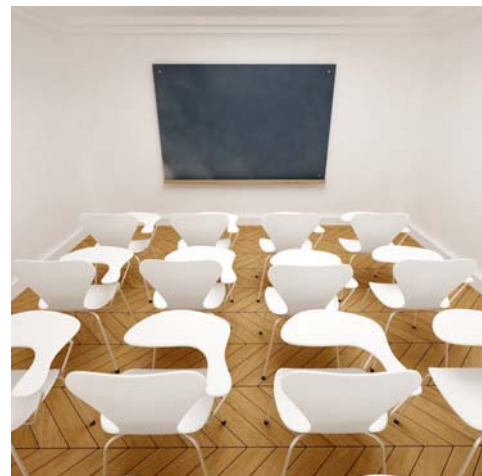
Alignment means that HR practices deliver the human capital the firm needs to execute its strategy. Therefore, strategically aligning HC requires critical analysis of two things:

1) The HC needed to execute a firm's chosen strategy; and,

2) The HR practices being used to deliver HC to the firm. The purpose of this course is to develop your ability to determine whether a firm has the HR practices in place to deliver the human capital (HC) the firm needs to execute its strategy. You will be introduced to a leading edge model called the Strategic Alignment Model, which you can use as a tool to guide your decision making in this arena.

- **15% discount for individual ASTD registrants**
- **30% discount for organizations that send three or more people**

Online Registration Code: **ASTD discount**





Brian Lambert Discusses the Impact of Recent Trends in Learning and Development at the March Chapter Meeting.



Membership Committee volunteers needed

Do you like working with details? Do you like resolving problems? Then we have an offer for you!! Help is needed on the Membership Committee. Membership tracks and reconciles how our members join and renew: new member enrollments, renewing member due dates, local memberships, national ASTD memberships, and combined local and national memberships. Membership income is the lifeblood of our chapter! If you have an interest and can commit your time, please contact either VP of Membership Jan Wilson janwilson@brookdaleliving.com 615-564-8030, or Tanya Davis-Barlar tbarlar@thda.org 615-815-2067

All who teach are obliged to think about how they teach, as well as the content of what they teach. The stakes are too high for us to tolerate anything less.

-Lee S. Shulman, President

The Carnegie Foundation for the Advancement of Teaching

Dr. Lindsay Sale-Tinney Passes Away.

Long-time ASTD member, Dr. Lindsay Sale-Tinney, of Columbia died Wednesday, April 8, 2009.

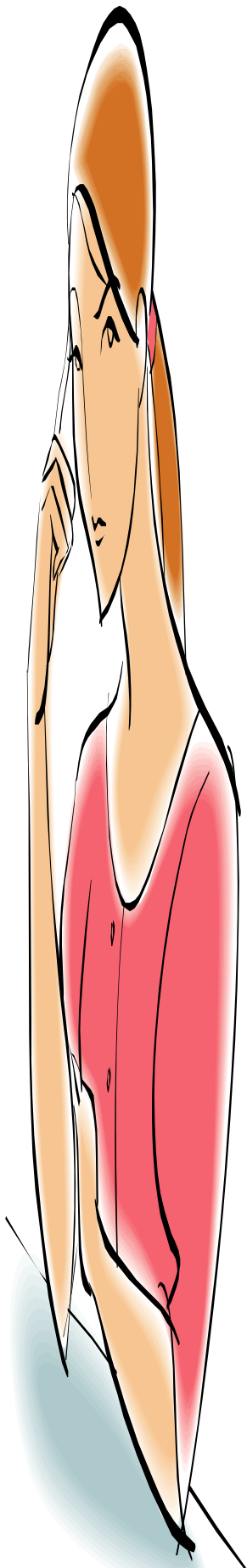
A memorial service for Dr. Sale-Tinney will be held at 1 p.m. Sunday, May 17, 2009, at Southwinds Farms in Columbia. Final arrangements for Lindsay have been entrusted to Heritage Funeral Home & Cremation Services (heritage-fhcs.com). The family is grateful for their kindness.

Dr. Sale-Tinney is survived by her husband, Stu, as well as her parents, 2 sisters, and 2 stepchildren.

Memorials may be made to the Hope House, Maury County Animal Shelter, Maury Magic Riders, or the Maury County Boys and Girls Club. Condolences may be sent to the family at stu.tinney@charter.net

She will be greatly missed by the Middle Tennessee Chapter of ASTD.





Discover Your Passions, Pursue Your Destiny

By Angela Ellis

For most of us we are expected to find our passion at age 18. It is expected, by our parents, school counselors, neighbors and friends that we will figure out what we want to do for the rest of our lives by the time we graduate high school and then enter college, the military, or the world of work to start pursuing that purpose. Unfortunately, that is not the case for most of us. As we grow, develop and discover ourselves we become more aware of our like and dislikes, our motivations, and our passions.

Passion is very simply what makes you happy. If growing a garden makes you happy and you find yourself tilling, weeding, planting, and harvesting every weekend, this is surely one of your passions. If you're not sure what your passions are, ask yourself these questions:

If money didn't matter, what kinds of things would you do with your time?

Is there an idea or interest that you LOVE to think about or talk about?

What is one thing you would regret not doing if you found out you were dying?

Is there something you did when you were younger that you wish you hadn't given up?

Some of your passions should start to be revealed. Of course, even if you're passionate about something, doesn't mean you should do it for a living. I have a friend who makes rocking horses. He explained that this is how he decompresses. If he had to make rocking horses to support himself, it would not be as appealing. Also, he's not willing to put a price tag on something he esteems with all his heart. Consider carefully what you want to do with your newly discovered passions. If you think it's possible to make a living from it, do the research and market analysis. You'll also need to assess a few more things about you – do you possess the self-discipline, assertiveness, and patience to pursue your passion as a source of income? If not, that's okay. You may be better suited to pursue your passion as a hobby. You might start by learning more about it – take a class or read a book on the subject. You might also consider doing volunteer work in an area that you love. The rewards will be great for you and for others. Whichever steps you take, don't miss the opportunity to pursue the path of your personal purpose. It's your destiny.

