



NASPEs 2019

Eugene H. Rooney, Jr. Program Award Winner

Tennessee Department of Human Resources

Government Leadership Black Belt Program

The Tennessee Government Leadership Black Belt Program (BBP) is a self-directed, self-structured development opportunity for leaders in state government. This innovative, self-paced leadership development program is a first of its kind in the country and demonstrates state government's commitment to its talent pipeline.

Leaders begin their BBP journey upon graduation from one of the Department of Human Resources sponsored statewide or agency-specific leadership programs. There are six belt levels of the program (white, yellow, orange, blue, green and black). To advance from one belt to another, participants must earn points in strategic development and service. At the initial belt levels, strategic development is the most emphasized component as personal learning is fundamental to professional development. As participants advance, service – both internal to state government and external to the community – becomes the more emphasized component.

The program culminates at the Black Belt level where, in addition to the strategic development and service points, the participant must complete a "Pay-It-Forward" project recognizing the importance of investing in and focusing on others.

