

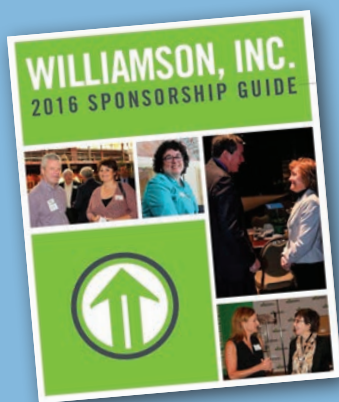
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from a PR pro**

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**What's next  
after Expedition  
Austin?**



2016 Sponsorships are available!  
Secure prime exposure  
to help grow your business.

## TNECD Commissioner to give keynote at Annual Celebration

The 2015 Annual Celebration, presented by Williamson Medical Center, will welcome Tennessee Department of Economic and Community Development (TNECD) Commissioner Randy Boyd to be the event's keynote speaker. During Williamson, Inc.'s largest celebration of Williamson County's business community, Boyd will provide an economic update on the state's business climate, corporate expansion, infrastructure and workforce development efforts to promote growth and regionalism in Williamson County. The Annual Celebration takes place Thursday, Nov. 19, 5 to 8 p.m. at The Factory at Franklin's Jamison Hall, located at 230 Franklin Road.

Sworn in as commissioner on Jan. 17 by Governor Bill Haslam, Boyd is responsible for recruiting business and industry to the state as well as ensuring Tennessee's overall economic growth.

Prior to joining TNECD, Boyd founded Knoxville-based Radio Systems Corporation, a producer of 4,600 pet products with over 630 associates worldwide and offices in seven countries.

Boyd serves on numerous corpo-

rate, non-profit and education boards, including: chairman of Radio Systems Corporation, United Way of Greater Knoxville, outgoing chairman of the Tennessee Higher Education Commission, Boys and Girls Clubs of East Tennessee Board of Trustees, vice chairman of Knox County's Great Schools Partnership and chairman of tnAchieves.

Boyd, a University of Tennessee graduate in industrial management, is the recipient of the school's 2014 Alumni of the Year award, as well as the 2014 Pinnacle James Haslam Leadership Award, *Business TN* magazine's 2009 CEO of the Year, and inducted into Junior Achievement's East Tennessee Hall of Fame in 2008.

In 2013, he took a year leave of absence from his company to serve as the special advisor on higher education assisting in the development of the Drive to 55 initiatives and Tennessee Promise.

In addition to Boyd's speech, guests will hear the State of the Chamber address from Williamson, Inc. President and CEO Matt Largen, as well as bid on classy silent auction items during the cocktail hour. Tickets are \$55 for Chamber members and \$75 for non-members. VIP tickets, company tables and sponsorships are also available. Learn more and register at [williamsonchamber.com](http://williamsonchamber.com).



Randy Boyd



## Think big, shop small on Small Business Saturday

First there was Black Friday, then came Cyber Monday. Now shoppers have another reason to shop 'til they drop — Small Business Saturday®.

Williamson, Inc. is encouraging the community to join the Shop Small® movement by visiting locally-owned retailers, boutiques and restaurants in Williamson County on Nov. 28 to celebrate Small Business Saturday, a day dedicated to driving shoppers to local merchants across the U.S.

Small business owners are marking this occasion by offering some of their best deals and steals of the year. Not only will shoppers receive some great deals on quality products and services, but they can feel good knowing that every dollar spent is being recycled back into the local economy.

● CONTINUED ON PAGE 6

# NETWORK CELEBRATE BE INSPIRED

## 2015 WILLIAMSON, INC. ANNUAL CELEBRATION

NOVEMBER 19 | 5:00 PM | THE FACTORY AT FRANKLIN

Reserve your seat to **NETWORK** and **CELEBRATE** Williamson County's business community, featuring keynote speaker Randy Boyd, Commissioner of the Tennessee Department of Economic and Community Development. You will leave **INSPIRED!**

- FOR REGISTRATION & MORE INFORMATION VISIT [WILLIAMSONCHAMBER.COM](http://WILLIAMSONCHAMBER.COM) -

# WELCOME new members

*These companies and individuals have made a commitment to business growth and to their community by joining the Williamson Chamber. They will enjoy the benefits of a robust business directory listing on the Chamber website and referrals from our office and from fellow members. When you need products or services, please search the directory on the Chamber website and do business with a Chamber member.*

**JOIN THE MEMBER BUSINESSES THAT SUPPORT THE WILLIAMSON CHAMBER – CALL US TODAY AT 615-771-1912.**

**Alliant Commercial Realty Services, LLC**

751 Cool Springs Blvd., Ste. 102  
Franklin, TN 37067  
(615) 315-9900  
alliantcommercial.com  
Keith Rosenblum

**Ann Hoke & Associates, LLC**

1639 Medical Center Pkwy  
Ste. 101  
Murfreesboro, TN 37129  
(615) 427-4163  
annhoke.com  
Julie May

**Art Is In Market Nashville, Inc.**

1800 Galleria Blvd., Ste. 1015  
Franklin, TN 37067  
(615) 628-7560  
artisinmarket.com  
Brian La Pratt

**Brian Bethard**

704 Fair St.  
Franklin, TN 37064  
(615) 656-4661  
Brian Beathard

**Cheddar's Casual Cafe**

1654 Westgate Cir.  
Brentwood, TN 37027  
(859) 269-1966 Ext. 102  
Matt Baldacci

**Civil Service**

518 Hatfield Dr.  
Franklin, TN 37064  
(615) 752-7884  
Jonathan Walsh

**Diversified Trust Company**

3102 West End Ave., Ste. 600  
Nashville, TN 37203  
(615) 386-7302  
diversifiedtrust.com  
Michael Winter

**Eakin Partners, LLC**

1600 Division St., Ste. 600  
Nashville, TN 37203  
(615) 250-1800  
eakinpartners.com  
Dan Bauchiero

**Kevin M. Harris, CPA, CFP®**

330 Mallory Station Rd.  
Ste. D-13  
Franklin, TN 37067  
(615) 866-0589  
kevinmharris.com  
Kevin Harris

**Kmpact Design, LLC**

1431 Columbine Cir.  
Brentwood, TN 37027  
(615) 481-0674  
kmpactdesign.com  
Kimberly Costner

**Lifestyle Publications**

(615) 326-5276  
brentwoodlifestylepubs.com  
Donald Hawkins

**Malinda Grace Portraits**

823 Chrisman Dr.  
Franklin, TN 37064  
(717) 491-5535  
malindagrace.com  
Malinda Rasband

**Mantra Artisan Ales**

216 Noah Dr. # 140  
Franklin, TN 37064  
(615) 628-8776  
mantrabrewing.com  
Vivek Deora

**Mark Robertson, Executive Coaching**

406 Seward Ct.  
Brentwood, TN 37027  
(615) 463-8458  
coachmark.com  
Mark Robertson

**Miles The Auto Spa**

100 Market Exchange Ct.  
Franklin, TN 37067  
(615) 786-1000  
milesautospa.com  
Miles Johnson

**Montgomery & Associates**

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1730 General George Patton Dr.  
Suite 212  
Brentwood, TN 37027  
(615) 829-8457  
montgomeryassociatesllc.com  
Anna Lima

**My Savvy Vacation**

(931) 580-8627  
mysavvyvacation.com  
Tamyra Nash

**N2 Publishing**

118 Gillette Dr.  
Franklin, TN 37069  
(615) 566-6839  
n2pub.com  
Martha Harvey

**Nesting Project**

7177 Nolensville Rd., Ste. 7A  
Nolensville, TN 37135  
(615) 807-2786  
nestingproject.com  
Corinne Morse

**Northwestern Mutual**

501 Corporate Centre Dr.  
Ste. 120  
Franklin, TN 37067  
(615) 503-2831  
nmfn.com  
Troy Nunn

**OnSite South, LLC**

188 Front St., Ste. 116-58  
Franklin, TN 37064  
(615) 861-2540  
onsitesouth.com  
Trent Conrad

**Peoples Broadband**

8279 Horton Hwy  
College Grove, TN 37046  
(615) 815-1600  
midtnbb.com  
Vince King

**Peter Fontaine**

5004 Fountainhead Dr.  
Brentwood, TN 37027  
(347) 821-1823  
Peter Fontaine

**Randy Ratliff Law Offices, PLLC**

320 Seven Springs Way, Ste. 250  
Brentwood, TN 37027  
(615) 377-0712  
randyratliff.com  
Randy Ratliff

**Resilient Health and Performance**

204 Ward Cir., Ste. 300  
Brentwood, TN 37027  
(615) 915-3188  
resilienthp.com  
David Ray

**RichMedia LLC**

2508 Saundersville Ferry Rd.  
Mt Juliet, TN 37122  
(615) 545-2671  
Robert Richie

**Ritzen Group, Inc.**

125 Cool Springs Blvd., Ste. 220  
Franklin, TN 37067  
(615) 255-7356  
ritzengroup.com  
Robynne Napier

**Rodan + Fields - Amy Smith**

1013 Falling Leaf Cir.  
Brentwood, TN 37027  
(615) 642-4933  
liveyourfuturetoday.com  
Amy Smith

**Sammons Waterproofing**

3215 Cranor Rd.  
Murfreesboro, TN 37130  
(615) 494-5778  
sammonswaterproofing.com  
Gary Sammons

**Scott CPA**

33 Music Square W. #104 A  
Nashville, TN 37203  
(615) 726-0514  
Becky Pollock

**Shannon Eye Care**

407 Church St., Ste. 1  
Franklin, TN 37064  
(615) 599-1800  
shannoneyecarepllc.com  
Shannon Zingle

**TBT Construction, LLC**

1261 Chloe Dr.  
Gallatin, TN 37066  
(615) 249-8618  
tbtconstructionllc.com  
Marsalis Teague

**The Honeysuckle, Inc.**

1170 Galleria Blvd., Ste. A  
Franklin, TN 37067  
(615) 771-2111  
thehoneysuckle.com  
Caroline Black

**TRANE - Randy Mauldin**

2241 Oakbranch Circle  
Franklin, TN 37064  
(615) 717-5799  
Randy Mauldin

**Triangle Tire North America, LLC**

Franklin, TN 37067  
Manny Cicero

**Warren Consulting, LLC**

304 Appomattox Dr.  
Brentwood, TN 37027  
(615) 720-4188  
warrenconsulting.com  
Terry Warren



**Thank you to these volunteers for their contributions this month to the Williamson Chamber membership committees.**

● **AMY SMITH**, Rodan + Fields, and **BILL QUAGLIA**, In The Cloud Technology, for attending the most Chamber meetings and ribbon cuttings as an **Ambassador**.

● **KATIE LOVELESS**, The Print Authority, of the **Engagement Committee** for mentoring the most new members through the orientation process.

● **STECK JOHNSON**, Healthcare Solutions Team, and **MICHAEL HAVENS**, Cushman & Wakefield, of the **Development Committee** for bringing in the most new members for the month.

**Ride FREE with Uber to the Annual Celebration**  
NOVEMBER 19 • 5 PM  
*New users receive their first ride free up to \$20.*  
**get.uber.com**  
enter promo code  
**CELEBRATEWILCO**



THE POINT is published monthly as a partnership between the Williamson Chamber and The Tennessean. For editorial inquiries or advertising opportunities, contact Charlane Oliver at charlane@williamsonchamber.com.

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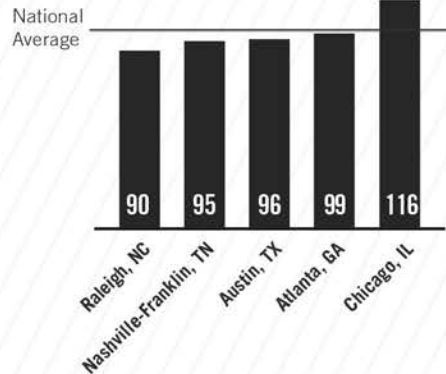
# WILLIAMSON, INC. ECONOMIC DASHBOARD - OCT. 2015

www.williamsonchamber.com | Williamson County, Tennessee | 615.261.2880

## POPULATION: 201,486



## COST OF LIVING: Q2



## AUG. UNEMPLOYMENT: 4.1%

5.8% TN | 5.2% U.S.



### 5% MANAGEMENT

2% REAL ESTATE

### 5% CONSTRUCTION

19% PROFESSIONAL & BUSINESS SERVICES

9% GOVERNMENT

16% OTHER SERVICES

10% FINANCE & INSURANCE

10% HEALTH CARE

13% RETAIL

11% LEISURE & HOSPITALITY



145 New Business Licenses in Sept. | 1,462 YTD

## AUGUST LOCAL SALES TAX INCOME:

Up 8% from 2014  
Up 22% from 2013

## RESIDENTIAL DEVELOPMENT

Median SF Home sale price for SEPT. was **\$398,553**, up **3.3%** from 2014. The # of SF home closings increased by 11.8% from 2014.

**193** home building permits issued in AUG, **1643** YTD, up 22% from 2014.

## COMMERCIAL DEVELOPMENT (Q3 2015)

	VACANCY RATE	CLASS A AVERAGE	VACANT SF
Brentwood	<b>2.6%</b>	\$27.22	127,325
Cool Springs	<b>1.1%</b>	\$30.53	72,209



# Tractor Supply CEO gives insights on servant leadership

Tractor Supply Company CEO Greg Sandfort closed out the last membership luncheon of the year with some poignant tips for 21st century leadership. Williamson, Inc.'s membership luncheon, presented by WGU Tennessee, Oct. 20 at The Factory at Franklin drew a sold-out crowd of note-taking business leaders, who gained helpful leadership lessons from what Sandfort coined as his "10 Principles of Servant Leadership."

1,400 retail stores in 49 states and employs more than 21,000 team members, stated that servant leaders who listen more and speak less will build consensus among employees and customers. Sandfort's second principle involves empathizing with others who put themselves on the line to try new ideas.

"People may have the best intentions to get to the right answer but they didn't," said Sandfort, who took the helm as CEO of the country's largest operator of rural lifestyle retail stores in 2013. "Assume the good intentions of people and not reject them." His rule of thumb is to test early, often and cheaply — the philosophy behind launching new products and ideas at Tractor Supply — because new ideas will fail half the time when you try them for the first time.

A strength that servant leaders have is the potential for healing. Sandfort said don't defend your mistakes and let others see that you're human.

Throughout Sandfort's presentation, he displayed images of prominent leaders, such as Bill Gates, President Barack Obama, President John F.

Kennedy, Steve Jobs, Dr. Martin Luther King, Gandhi, Mother Theresa and Abraham Lincoln, who possess ideal servant leadership qualities.

Sandfort also told the audience that servant leaders have a keen sense of self-awareness. "The worst thing you can do is think you have arrived," said Sandfort. "Not being self-aware and thinking that you're entitled to things is dangerous. In our company, I'm the least important, and our team and customers are the most important."

Persuasion, Sandfort's fifth principle, means demonstrating your willingness to do whatever it takes and set the example for those working for you or at your level. Sandfort mentioned that servant leaders don't care about positions of authority and get satisfaction from seeing others around them be successful.

A good servant leader has dreams,

can conceptualize what they think or see in the future, then prepare their team to also think about what's

ahead. Conceptualization means using problem solving skills to guide — but not take over — the task.

Foresight is an important aspect of being a servant leader, Sandfort said, using the Chinese culture as an example.

"Understanding the lessons of the past is something the Chinese are very good at," he said. "The Chinese don't think in years, they think in decades and

centuries. They think long-term how to move their country forward." Sandfort models this way of thinking at Tractor Supply by focusing on long-term goals instead of quarterly profits.

Sandfort's eighth principle of servant leadership is stewardship, which is about helping others for the greater good and keeping yourself account-

● CONTINUED ON PAGE 6



Tractor Supply Company CEO Greg Sandfort, who oversees more than 21,000 team members in 49 states, gave his principles of servant leadership to a sold-out crowd at The Factory's Jameson Hall during Williamson, Inc. membership luncheon.



Paula Harris picks up her savings pass at the UPS Store of Cool Springs table, represented by Forest Mote, left, and Barbara Redman.

**“MY FAVORITE THING ABOUT MY JOB IS MY COWORKERS. WE ARE LIKE ONE BIG FAMILY HERE AND WE ALL WORK SO WELL TOGETHER.”**

—JAY FRANKLIN, R.N.  
WILLIAMSON MEDICAL CENTER  
EMERGENCY DEPARTMENT



4321 CAROTHERS PARKWAY • FRANKLIN  
williamsonmedicalcenter.org



WGU Tennessee representatives Kimberly Estep and Kirk Graves were on hand as the meeting's presenting sponsor to provide information on their more than 50 accredited undergraduate and graduate degree programs.



Viacom employees Suzanne Ramirez, left, and Ateet Upadhyaya enjoy the membership luncheon as regular attendees.



Reuniting for the first time since high school, Becky Hammond, left, and Molly Mansfield chose the Williamson, Inc. membership luncheon as their meet-up spot.



# Youth Leadership Brentwood names class of 2016

Twenty outstanding sophomores and juniors from five area high schools have been selected for the Williamson, Inc. Youth Leadership Brentwood (YLB) Class of 2016. During this five-month, hands-on, exploratory leadership training, these exceptional

students will take an intensive look at the Brentwood community, hone their leadership skills and meet one-on-one with adult community leaders in various business sectors. Learn more about YLB at [leadershipbrentwood.org](http://leadershipbrentwood.org).

## — YOUTH LEADERSHIP BRENTWOOD CLASS OF 2016 —

**Hunter Anderson**  
BRENTWOOD ACADEMY

**Jack Arnold**  
BATTLE GROUND ACADEMY

**Nikhil Arun**  
RAVENWOOD HIGH SCHOOL

**Afia Asare**  
RAVENWOOD HIGH SCHOOL

**Morgan Cary**  
RAVENWOOD HIGH SCHOOL

**Sam Christie**  
BRENTWOOD HIGH SCHOOL

**Laurel Dernbach**  
FRANKLIN ROAD ACADEMY

**Olivia Flint**  
RAVENWOOD HIGH SCHOOL

**Grant Glass**  
BRENTWOOD ACADEMY

**Jackson Harvey**  
BRENTWOOD ACADEMY

**Caroline Hopfensperger**  
RAVENWOOD HIGH SCHOOL

**Andrew Long**  
BRENTWOOD ACADEMY

**Jackson McNabb**  
BRENTWOOD HIGH SCHOOL

**Sydney Nelson**  
RAVENWOOD HIGH SCHOOL

**Joe Roebuck**  
RAVENWOOD HIGH SCHOOL

**Allie Sheets**  
BRENTWOOD ACADEMY

**Kevin Smalley**  
RAVENWOOD HIGH SCHOOL

**Hannah Williams**  
RAVENWOOD HIGH SCHOOL

**Lauren Williamson**  
BRENTWOOD ACADEMY

**Emma Young**  
BRENTWOOD HIGH SCHOOL



*The Youth Leadership Brentwood Class of 2016 pose at their opening retreat Oct. 28 at the Ravenswood Mansion at Marcella Vivrette Smith Park.*



## what's new IN WILLIAMSON

WE CELEBRATE WITH LOCAL BUSINESSES AS THEY OPEN, EXPAND AND RENOVATE!



### CIVIC BANK & TRUST

215 Centerview Dr., Suite 105 • Brentwood

**Ribbon Cutting – Oct. 22 • 8 employees**

Civic Bank & Trust opened its first location in Williamson County. The solutions-based provider offers bank products and services for both consumers and businesses such as checking, savings, CDs, loans, online and mobile banking, cash management and remote deposit.

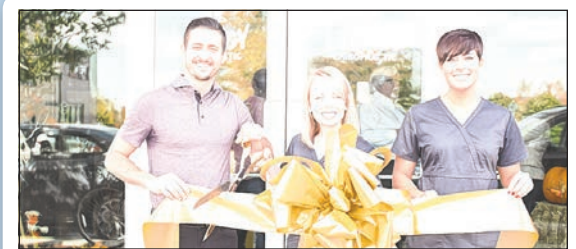


### FIRM FOUNDATION FITNESS & NUTRITION

301 Mallory Station Rd., Ste. 123 • Franklin

**Ribbon Cutting – Oct. 29 • 2 employees**

Firm Foundation Fitness & Nutrition offers personal training, exercise instruction and nutrition advice to the fabulous 50 and over crowd and to those with special needs. Additional services include yoga, Pilates and low impact dance all tailored to fit your body and your needs.



### LEGACY CHIROPRACTIC

1556 W. McEwen Dr., Ste. 130 • Franklin

**Ribbon Cutting – Oct. 23 • 3 employees**

Legacy Chiropractic is excited to celebrate the opening of its first location and share with the community their mission for building individual, family and community health. They offer the most advanced neurologically-based chiropractic care and use NASA-certified technology to get a thorough analysis of problem areas.



### LEGACY MUTUAL MORTGAGE

210 Westwood Place, Ste. 140 • Brentwood

**Ribbon Cutting – Oct. 1 • 11 employees**

With offices in Texas and Colorado, Legacy Mutual Mortgage has opened its first Williamson County location. Legacy Mutual Mortgage, a subsidiary of Crockett National Bank, is a full service mortgage loan company with an experienced and licensed staff offering expertise in home lending, from purchase to refinance.



### LYRICS RESTAURANT & CATERING

230 Franklin Road • Franklin

**Open House – Oct. 28 • 20 employees**

This family-owned business in the historic Factory at Franklin serves dinner, shareables and cocktails. There's live jazz on Wednesday, amazing local artists Thursday-Saturday and classical guitar at lunch on Saturday. Lyrics' menu features seasonal Southern Fusion dishes.



### MOODY'S TIRE & AUTO SERVICE

7101 Crossroads Blvd. • Brentwood

**Ribbon Cutting – Oct. 23 • 10 employees**

Moody's Tire & Auto Service has been located at 1600 Columbia Avenue in downtown Franklin for the last 69 years as a full service automotive repair and tire center. Since 1944, they have been serving the auto repair and tire needs of customers in Franklin as well as nearby Spring Hill, Brentwood and now the Cool Springs area.



## events&meetings

The CHAMBER OFFICE is located in Cool Springs at 5005 Meridian Blvd., Suite 150, Franklin.

**NOV 12 INFO SESSION FOR FUTURE MEMBERS**

9 a.m., Chamber office

**NOV 19 2015 ANNUAL MEETING**

5 p.m. – Cocktails and Silent Auction

6 p.m. – Dinner and Program

The Factory, 230 Franklin Rd., Franklin

Presented by Williamson Medical Center

Keynote Speaker: Commissioner

Randy Boyd, TNECD

**NOV 23 PROSPECTIVE MEMBER OPEN HOUSE**

4 p.m., Chamber office

**DEC 3 YOUNG PROFESSIONALS**

**HOLIDAY MIXER**

5 p.m., TechnologyAdvice

500 Interstate Blvd., Nashville

Presented by Saint Thomas Health

**DEC 8 CHAMBER 101 MEMBER ORIENTATION**

3:30 p.m., Chamber office

**DEC 8 WOMEN IN BUSINESS HOLIDAY MIXER**

4:30 p.m., Homestead Manor

4683 Columbia Pk., Thompson's Station

**DEC 10 INFO SESSION FOR FUTURE MEMBERS**

9 a.m., Chamber office

**RIBBON CUTTINGS**

DEC 3, 11 a.m. • South Grove Family Dentistry

PLEASE CHECK THE WEBSITE FOR UPDATES AND MORE INFORMATION.

## Shop small

(CONTINUED FROM PAGE 1)

Created by American Express® in 2010, this day is celebrated on the Saturday after Thanksgiving and has given small businesses across the country a huge boost. This year, Williamson County shoppers can help bring this success to our neighborhoods.

With the holiday season right around the corner, this is the perfect opportunity to get all of your holiday shopping completed, as well as a time to celebrate the hard working, small business owners who make Williamson County the fastest growing county in the state and one of the best places in the nation for entrepreneurs. Williamson County consistently ranks among the best places for small business. Just this past year, Franklin made several lists as one of the best cities to start a business, start a restaurant and for women and African-American entrepreneurs. Brentwood also ranked among the best cities to start a business, according to Nerdwallet.

Help make Saturday, Nov. 28 the biggest day of the year for small business.

Want to know where to shop? Visit the Chamber's website for a list of all the member businesses in the area participating in Small Business Saturday: [www.williamsonchamber.com/shopsmall](http://www.williamsonchamber.com/shopsmall).



Attendees practice their firm handshaking technique as an effective networking skill at the Oct. 27 Women in Business luncheon.



Williamson, Inc. Chief Operating Officer Cindi Parmenter, left, and Deb Varallo, middle, pose with Dr. Shanna Jackson, the outgoing committee chair who was recognized at the last luncheon of 2015.

## Deb Varallo teaches women to network like a pro

At a typical business luncheon or seminar, you'd expect the presenter to speak from behind a podium. But when you're Deb Varallo, a seasoned professional with decades of public speaking experience and no-holds-barred subject matter expertise, you can ditch the podium, stand on top of a chair and still command a room. This is what the PR strategist did at the Oct. 27 Women in Business luncheon, where she poignantly presented her tips for networking effectively in the business world.

Varallo is the owner and president of Varallo Public Relations, a Nashville-based PR and marketing firm. She provides seminar training on such topics as social media marketing, corporate networking, techniques for business prospecting and leadership/mentoring.

Varallo provided some practical, yet underestimated, tips that can be effective networking practices: smile, elevate others, listen with your eyes and treat each client/customer like a business prospect.

She also gave some eye-opening tips that were better than basic. To expand your sphere of potential, diversify the type of networking events you attend. Sit by design, not by default, she said, meaning

sit next to someone you don't know at an event. When it comes to nametags, your name--not company or title--is most important and needs to be seen at least 10 feet away. Introductions are crucial to leaving a lasting impression.

"Give them your name and how you know that person" she said. This should be part of your introduction even if you've met the person before.

Varallo diverted from her speech to give a crash course in handshaking, asking every attendee to stand up and practice shaking their neighbor's hand.

"Make sure the handshake is palm to palm," she said as she demonstrated on a guest.

Varallo said the key to building meaningful relationships, rather than acquaintances, is about what you do after you collect someone's business card. Contrary to popular belief, business cards are for receiving not giving.

"You don't want to collect 20 cards," Varallo said. "You don't have time to deal with 20 people after an event. Collect three or four business cards that are serious individuals that you met."

Varallo keeps a database of about 22,000 contacts that she's

met over her 30-year career. She suggests manually entering the contact's information and writing a note on why or how you met that person to help you remember them.

The event marked the last Women in Business luncheon of the year, but women can look forward to officially closing out the year at the upcoming "Homestead for the Holidays" mixer, sponsored by Vanderbilt Health and taking place Tuesday, Dec. 8, 4:30 to 6:30 p.m. at Homestead Manor, the historic, 50-acre estate equipped with an event barn, restaurant and bar, and farm.

"We are so excited to host this amazing group of strong women for the December holiday party," said Claire Marshall Crowell, director of operations of A. Marshall Family Foods, the parent company of Homestead Manor and Puckett's Restaurant & Grocery. "The Barn will be dressed for the season, and we can't wait to showcase our restaurant with farm-to-table bites and local spirits!"

The holiday mixer will feature a marketplace of local vendors for guests to shop. See a list of vendors and learn more at [williamsonchamber.com](http://williamsonchamber.com).

## Servant leadership (CONTINUED FROM PAGE 4)

able of the resources you have. Sandfort stated that giving of your time, talent and wisdom is more valuable than money.

Servant leaders also are deeply committed to the personal, professional and spiritual growth of each individual within

their organization. He said to make people feel safe to take risks and support people when they make mistakes.

"Hire those who are smarter and more driven than you, will challenge you to be better, and you will be successful," he advised.

Rounding out Sandfort's top 10 list is the idea of building community, where servant leaders seek to identify means for building confidence, support and collaboration among those who work within a given organization.

# Students explore careers through expo, internships and job shadowing

Williamson County Schools (WCS) and Franklin Special School District are gearing up for their 14th Annual World of Possibilities Career Exploration Day, taking place Thursday, Nov. 19, 8:30 a.m. to 2 p.m. at the Williamson County Ag Expo Park. The Point spoke with Rebecca Collins, WCS Career Counselor in the Department of Career and Technical Education and Williamson, Inc.'s education liaison, to get a preview of what eighth graders will experience on Career Day.

## ● Tell us about the significance of Career Day.

There will be more than 90 businesses exhibiting and educating over 3,000 eighth grade students on the career opportunities in our community. We are taking an active role to authentically engage students in learning about local careers and other

emerging careers by offering more career education within the curriculum. Students will interview a variety of companies and learn about jobs they may not have heard of or thought about before. It's designed specifically for eighth graders to plan their high school schedule prior to registration, which occurs January-March.

## ● What types of careers are the students exposed to?

Students will be exposed to the following career areas: advanced manufacturing and engineering, agriculture, architecture, the arts, audio/visual technology and communication, business management and finance, education, health sciences, hospitality and tourism, human services, information technology, law and public safety.

## ● Do teachers prepare the students for Career Day?

Yes. All eighth grade students take the EXPLORE test that has a career interest portion. Counselors and teachers at each school review the test results with students, help them match Career Day exhibitors to their results, and prep them with interview questions.

## ● What are some companies that will be exhibiting?

We always have new and exciting exhibitors each year. Williamson Medical Center, Nissan, Puckett's Restaurant & Grocery, Microsoft, Sonic Drive-in, U.S. Secret Service, Bell & Associates Construction will all be there. We also have Country Music Television (CMT) participating, which will be a great addition to the arts, audio/

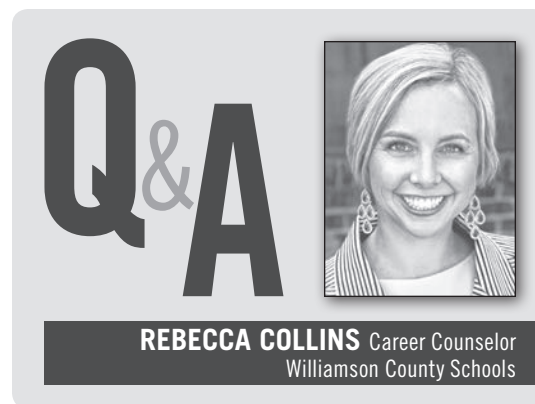
visual technology and communication categories.

companies willing to show students various jobs within their company and what a typical day looks like.

● Summer internships will be offered as short-term learning and employment experiences where the student can receive broad instruction in workplace expectations; confirm, narrow, or expand choices of career interest;

develop an understanding of the connection between school-based theory and work-based applications; and increase awareness of the workplace, career opportunities and community resources.

If interested in these opportunities, contact Rebecca Collins at 615-472-4063 or rebeccac@wcs.edu.



## ● You are also recruiting businesses to offer internships and job shadowing opportunities in the spring of 2016. Tell us about this.

WCS has two opportunities for businesses to host student-interns or job shadow experiences:

● The county-wide job shadow day for seniors is April 19. We're looking for

# Nolensville principals outline vision for collaboration at NABC luncheon

Collaboration was a key theme during the Nolensville Area Business Council (NABC) quarterly luncheon on Oct. 15 at Providence Baptist Fellowship Church. The principals from Nolensville High, Mill Creek Middle, and Mill Creek Elementary — Nolensville's newest schools — said they hope to engage the community and each other during a panel discussion outlining their vision for the schools.

"This will be a hub for the community," said Kari Miller, principal of Mill Creek Middle and former principal of

award-winning Hillsboro K-8 school in Lieper's Fork. "It's one place that everyone in Nolensville can visit. We hope to host community events and tournaments, the campus is beautiful, and there's great parking. It's everything you could hope for in a venue."

Williamson County Schools Assistant Superintendent of Elementary Schools Denise Goodwin, who also served on the panel, said that the fall 2016 opening of three schools at one time is a first for the district. The schools will share a K-12 campus located at 1600 Summerlyn Drive.

A day earlier Edmonson Elementary Principal Julie Sparrow was named the new principal of Mill Creek Elementary School — the 26th school to be added to the district with two more schools forthcoming. Despite the quick turnaround, Sparrow took the stage to offer her thoughts on collaborating.

"This community is where my heart is," said Sparrow, who has been a Nolensville resident since 2003. She officially becomes the Mill Creek Elementary principal on Jan. 1, 2016.

Sparrow hopes the media center and other common areas will foster

community and collaboration among students. Miller said she is looking at ways her students can collaborate on projects with kindergarteners and high schoolers as well as create a classroom space that encourages teamwork and models the workplace environment.

"This is not just about the three schools," said Nolensville High Principal Bill Harlin, who plans to launch a culinary arts program with a farm-to-table approach to serve the community in addition to an aviation drone program. "A connected campus creates a strong identity."

Harlin hopes to build a strong identity through Operation IgKNIGHT, the school's parent-teacher-student organization that held its first meeting Oct. 26.

The luncheon concluded with \$14,000 being presented to all three schools from the Williamson, Inc. Chamber Foundation. Mill Creek Elementary and Mill Creek Middle each received \$3,000 and Nolensville High received \$8,000. The donation was part of the remaining operating funds from the Nolensville Chamber of Commerce after it merged with Williamson Inc. in 2013.



A host of community leaders present a check on behalf of the Williamson, Inc. Chamber Foundation to principals Bill Harlin of Nolensville High, Kari Miller of Mill Creek Middle and Julie Sparrow of Mill Creek Elementary, for Nolensville's new schools set to open fall 2016.





Williamson, Inc. Young Professionals learned valuable career advice from 13 dynamic CEOs leading top Middle Tennessee companies at the Oct. 14 CEO Roundtable.

## Spread holiday cheer at mixer with Young Professionals

The fall season offered up some unique events for Williamson, Inc. Young Professionals, starting with the Philanthropy Connect volunteer outing Sept. 23 at Second Harvest Food Bank in celebration of Hunger Action Month. In October, 13 senior executives from top Middle Tennessee companies — including Avenue Bank, UPS, DVL Seigenthaler and Goodwill Industries — gave them valuable career advice at the CEO Roundtable.

Now that the holiday season is approaching, Chamber members and guests 40-and-under are invited to mix and mingle at this year's Young Professionals Holiday Mixer, presented by Saint Thomas Health. The event takes place Thursday, Dec. 3 at the newly-renovated, four-story, 38,000-square-foot TechnologyAdvice building, located at 500 Interstate Boulevard in Nashville. An excellent way to get in the holiday spirit, the networking mixer offers a fun and festive evening to connect with colleagues while enjoying tasty hors d'oeuvres and drinks.

The cost to attend is \$20. Guests can register online at [williamsonchamber.com](http://williamsonchamber.com) or pay upon arrival. For more information, contact [abby@williamsonchamber.com](mailto:abby@williamsonchamber.com).

Mingle all the way

The 2015 Young Professionals Holiday Mixer

December 3rd  
5 p.m. - 7 p.m.

TechnologyAdvice  
500 Interstate Boulevard  
Nashville, TN 37210

Register at [williamsonchamber.com](http://williamsonchamber.com) Cost: \$20

Presented by:  
 Saint Thomas Health

Mixer Sponsor:  
 TechnologyAdvice

Food Sponsor:  
 GROUND

## Expedition Austin was a success. What's next?

Williamson, Inc. soared to new heights when they embarked on their inaugural regional study, called Williamson Forward: Expedition Austin, Sept. 28-30 in Austin, Texas to explore best practices from the fastest-growing city in America and how regional leaders have managed growth over the past 15 years. After tours of the city's prominent landmarks, visits to unique real estate developments and presentations related to transportation and education, the 84 community, government and business leaders who took the expedition returned from their three-day trip ready to move Williamson forward.

The final debriefing session led by Liz Allen Fey, CEO

of Strategy & Leadership, LLC, captured the biggest takeaways from the trip, many of which included adopting Austin's mobility week that encourages non-traditional means of alleviating traffic such as ride sharing, vanpooling, telecommuting, and flex-time scheduling. Trip goers also felt a regional approach that involved millennials and was not hindered by a lack of funding would bring about significant solutions to keeping up with growth trends in the county. Williamson, Inc. plans to build upon these takeaways in 2016.

For more photos and live tweets, visit [www.williamsonchamber.com/williamsonforwardaustin2015](http://www.williamsonchamber.com/williamsonforwardaustin2015).



Tractor Supply Company sponsored a transportation panel to learn best practices for innovative solutions to keep up with growth. Pictured, from left, are Ben Wear, moderator and Statesman transportation reporter, Jeremy Martin, Austin Chamber's senior vice president of government relations and infrastructure, and Phillip Tindall, executive director of CAMPO (Capital Area Metropolitan Planning Organization).



From left, Sheila Cleveland, Kelly Gilfillan, Rebecca Collins, Elizabeth West McCreary, Paige Thompson, Terri Kinloch, Linda Hirsch and Emily Dresch enjoy lunch at The Long Center for the Performing Arts before the "Why Austin?" session begins. The panel and lunch was sponsored by Pinnacle Financial Partners.



Trip goers, including Williamson County Mayor Rogers Anderson (far left), take a glass bottom boat tour of The Meadows Center for Water and the Environment, the site of an environmentally, culturally and archaeologically significant resource — Spring Lake — which serves as a living laboratory, community center and unique educational resource on the campus of Texas State University. The tour was sponsored by Franklin Synergy Bank.



Austin Chamber President Mike Rollins kicks off Williamson Forward: Expedition Austin with an overview of the city's history, local economy, strengths and challenges it faces.



City of Franklin Administrator Eric Stuckey, left, looks at a replica of the Mueller mixed-use, award-winning, master-planned community. The 700-acre site, vacated when Austin's airport relocated in 1999, will be home to approximately 13,000 employees, 10,500 construction jobs, 4 million square feet of office and retail space, more than 5,700 homes and 140 acres of public open space.



Williamson County Superintendent Dr. Mike Looney moderates the "Next Generation of Leaders" education panel at the Lyndon Baines Johnson Presidential Library. The panel was sponsored by Vanderbilt Health and featured superintendents of top-performing Hays Independent School District, Mike McKie, and Round Rock School District, Dr. Steve Flores, and Austin Chamber Senior VP, Federal/State Advocacy & Education/ Talent Development, Drew Scheberle, who shared their success strategies for boosting academic achievement.