

John Gregory, a Senior Consultant with Innolect Inc., uses his expertise in leadership, law enforcement, diversity and inclusion to coach individuals and teams to maximize their personal influence within organizations as well as within their daily lives. Working with formal and informal groups, John's leadership experience as a 40-year law enforcement professional is in high demand. With high credibility, deep leadership and a stellar reputation, John is sought-after to offer his perspective on ways to address today's social justice issues. He helps organizations build bridges and facilitates dialogue to increase consciousness and explore the profound mistrust of differences.

As former Chief of Police of the Rock Hill, SC Police Department, 2003-2012 (1<sup>st</sup> African American) John was a change agent who raised expectations for individual accountability and professionalism while advancing crime reducing strategies. Under his leadership, the department made major strides in diversity, equity and inclusion resulting in substantial improvements in the public's trust. While advancing through the ranks from Police Cadet to Assistant Chief of the High Point Police Department to Chief of Police of the Rock Hill Police Department in diverse law enforcement organizations, he developed the leadership, coaching and mentoring skills that he uses today to develop others. He believes "Sometimes the leader within is not discovered until he/she finds a reason why."

As a former leadership instructor with the FBI Law Enforcement Executive Development Association (FBI-LEEDA), training command, and executive-level staff, he developed and mentored other leaders. John managed over 200 agencies in the Mid-Atlantic Region of the United States as Program Manager for the Commission for Accreditation for Law Enforcement Agencies (CALEA). Working with business leaders, government officials and university professionals, as well as pastors and ministers, John finds teaching and facilitating Servant Leadership as one of his most interesting and rewarding experiences.

John holds a bachelor's degree in criminal justice from Shaw University. He has earned additional training and certifications from the Southern Police Institute, Yale University's Leadership and Team Effectiveness, the FBI Academy LEEDA, and US Secret Services' Dignitary Protection programs. John currently serves on the board of Directors of Habitat for Humanity of York County, a founding member, and former Vice Chair of the nonprofit Black Economic Leadership League of Rock Hill (BELL of Rock Hill), a presentation coach with "One Million Cups" of York County and a mentor with Venture Mentoring Services (VMS) in the Rock Hill Technology Incubator. John was recently appointed to the Board of Catawba Mental Health.

John is married to Avanette Lee Gregory. They are members of A Greater Works Center , Fort Mill, SC.