



## Gregory A. Constanzo

ETHOS Academy

Topic: *"Harnessing Leadership Series: The Purpose, Direction and Motivation of Leadership"*

Greg grew up in Southern Oregon where he enjoyed playing sports including baseball and football for the North Medford High School Black Tornado. After graduating high school in 1990, Greg attended Western Oregon State College (WOSC) where he enrolled in the Reserve Officer Training Corps (ROTC).

In 1994, Greg graduated from WOSC as a Distinguished Military Graduate with a Bachelor's Degree in Criminal Justice. He was commissioned as a 2nd Lieutenant in the United States (U.S.) Army Military Police Corps where he was stationed at Fort Campbell, Kentucky. While in the U.S. Army, he served as a Platoon Leader and Executive Officer for the 101st MP Company. He also held assignments as a Special Reaction Team (SRT) Commander, Operations Officer, K-9 Commander, and Special Operations Officer for Fort Campbell, home of the 101st Airborne Division (Air Assault). During Greg's service in the U.S Army he instructed thousands of Soldiers in various tactical and specialized police disciplines.

In 1998, Greg decided to leave the U.S. Army and was hired by the Oregon State Police (OSP) where he was stationed in Salem, Oregon. He later transferred to Medford, Oregon with the ultimate intent to raise his family along with his wife, Paula. While employed by the Oregon State Police, Greg has held assignments including: Resident Trooper (Polk County), Motorcycle Officer, K-9 Handler, and is currently assigned as a Bomb Technician for the OSP in Central Point, Oregon. Greg has instructed thousands of police officers and Soldiers in a variety of topics including; Criminal Apprehension through Patrol Enforcement (C.A.P.E.), Search and Seizure, K-9 application, Leadership, Ethics, and is currently employed as an Adjunct Professor at Southern Oregon University (SOU).

In 2014, Greg graduated with his Master's Degree from Western Oregon University (WOU) in Criminal Justice where he was inducted into the Phi Kappa Phi Honor Society. Building upon his education, Greg implemented the **Ethics That Help Organizations Succeed** (ETHOS) Academy to various police departments and parole and probation departments. The **"ETHOS Academy"** is a comprehensive training program that instills a "real life" training approach emphasizing the concepts of ethical awareness, leadership, and successful strategies to maintain a successful career. The ETHOS Academy is currently being adopted by; Medford Police Department, Jackson County Sheriff's Office, Jackson County Community Justice, Josephine County Community Correction, and given to the United States Army in 2017. Greg and Paula currently live in Medford, Oregon where they enjoy raising their four children: Brooke, Chance, Jennika and Jace.

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### **Topic: "Harnessing Leadership Series: The Purpose, Direction and Motivation of Leadership"**

Leadership is defined as the process of influencing people by providing purpose, direction, and motivation to accomplish the mission/job and improve the organization. Purpose is the why in everything we do and the grounding force in our lives. Direction provides the how to accomplish all the tasks and goals we have. Motivation is the will to do what is necessary to make all of this happen. Leadership is one of the key components to effectiveness and achieving success in life. This course will focus on how to unlock your purpose, develop direction, and instill the motivation to increase your effectiveness in all facets of your life.

Course Objectives: Increase your personal and professional effectiveness through the application of leadership. Enhance your team and organization through the understanding of self-leadership. Recognize how leadership enables teams and organizations to realize their vision by increasing the effectiveness of all their members. Understand and assess yourself. Analyze your character and the five elements of character. Understand the leadership principles and their value as a leader.