



CHERYL D. GRAY, M.A.B.S.

Cheryl D. Gray is the President of C. Gray & Associates, LLC, a Maryland based consulting firm committed to leadership and organization effectiveness. Over the past twenty years, Cheryl has assisted individuals, teams and organizations clarify impediments to reaching business objectives, develop focused goals & strategies to attain success in the midst of uncertainty, complexity and change.

Ms. Gray has direct experience in and understands frontline business operations, people and product variables that influence the bottom line. She merges her expertise in business, organization systems, communications and human dynamics to identify, assess and address the needs of the organization and individual to increase performance. She has a reputation for quickly discerning and cutting to heart of issues that impact people, programs and the business in order to refocus energy to deliver exemplarily results. She has coached corporate & small business executives and non-profit organization leadership through: transition, start up in new roles and development opportunities to realize their aspirations.

Cheryl has experience working with diverse companies and industries such as Amisys Synertech, Anne Arundel County Public School System, Association of Universities for Research in Astronomy (AURA), Food and Drug Administration, Maryland Transit Administration, Hospital for Sick Children, Procter & Gamble, Space Telescope Science Institute, University of Maryland and Verizon. Some of her work has included executive coaching, organization assessments, designing and implementing leadership, diversity and organization change initiatives and training.

Ms. Gray also currently serves as adjunct faculty for the John Hopkins University Leadership Development Program.

Before entering, the world of external consulting Cheryl had a 20-year career with Procter & Gamble. She held the positions of Field Sales and Operations Manager, Recruiting Training & Development Manager, before becoming an Human Resource Executive focusing on organization development.

While a Human Resources Executive at Procter & Gamble, Ms. Gray provided coaching to executives to enhance their leadership and deliver increased business results through business strategies, redesign and change efforts. She created and directed a diversity initiative that established quantitative measurement practices and reduced attrition among women from 27% to 11% in 24 months. She also, led the development, coordination and execution of a National Organization Excellence and Development College for H.R. Managers.

Cheryl holds a Masters in Applied Behavioral Science in Organization Development from Johns Hopkins University and a B.A. in Sociology and Communications from Boston College.