



To whom it may concern,

I would like to recommend Josh Bullock for the management job of his choice. I had the pleasure to work with Josh for over two years as the Associate Athletic Director at Emory & Henry College, and could not be more proud of how he represented the department. He embraces the core values of integrity, respect, sportsmanship, reasonability, and servant leadership, and just as important, he taught his athletes and staff to embrace those core values with passion and enthusiasm.

Josh is a born leader, and gains respect immediately. As a coach, when I watched his training sessions, you would see a group of young men and women extremely focused on not only what he is saying, but also what their teammates are doing during the entire training session. As a director, his staff very rarely cut any corners during their work shifts, and if one did Josh is the first to let that individual know how and why their actions effect the entire team. He used the entire day not only to improve productivity, but to have teachable moments that not only made them better employees, but also better people.

Josh has a very diverse skill set. He was able to come in immediately and take on multiple responsibilities. He led and oversaw the renovation of our 5,000 square foot weight room. He transformed an average space into one of the top facilities in the conference. With his leadership, he implemented a management plan to oversee the facilities daily operations, which was open sixteen hours a day.

I was always impressed how Josh could do the things he did and always stayed within the budget. His fiscal responsibility and oversight was exceptional. His ability to purchase the things the college needed to excel, but at a price that fit the budget was truly impressive. He went above and beyond in that area when it came providing our college community with a top notch facility.

The last thing I would like to mention is his ability to build healthy relationships. He had a direct effect on the recruitment and retention in the department of athletics. His ability to get the best out of the students and staff never went unnoticed. We would introduce potential donors to Josh because of that ability to make people feel part of the team. I believe that one of the most important traits in management is the ability to build great relationships, and Josh is one of the best.

I believe Josh Bullock is a great leader, and told him many times he would make a great Athletic Director. I truly believe any organization would be extremely lucky to have him on their team. He will excel as a leader in any environment. I highly recommend Josh Bullock for the job of his choice. If you have any further questions, please feel free to contact me.

Sincerely,

Dave Griffore
Director of Athletics
Johnson & Wales University-North Miami