

## INTRODUCTION FOR JIM ROSCOE, CPF

Jim Roscoe, leader (owner) of **VANGUARD FACILITATORS**, is a results-oriented facilitator with over ten year's experience in training and development, both in Canada and abroad, working with non-profit organizations, for-profit businesses, government and educational institutions. He is also a contributing author to ICA Associates' book "Art of Focused Conversation for Schools", published in the year 2000.

Through Vanguard Facilitators, Jim continues his commitment to improving the professional and personal lives of his clients and their employees. Jim consults with his clients to discover together what is needed and what can be achieved. He delivers modular, one-half day leadership and teambuilding sessions, through weekend retreats to long-term, on-going organizational transformation projects.

Jim has Bachelor degrees in Business Administration, and Education, numerous "Trainer" certifications and is an accredited Technology of Participation™ group facilitator. In June 2005 he earned the Certified Professional Facilitator (CPF) designation as defined by the International Association of Facilitators (IAF).

Jim is active in the local human resources community. He is currently a member of the Human Resources Institute of Alberta (HRIA). While in Regina, he served over five years on the executive of the Saskatchewan Training and Development Association (STDA) and has been part of the Saskatchewan Association of Human Resource Professionals (SAHRP) web support team. He is also the "Chief Instigator" for the Saskatchewan Facilitators Guild.

From October 2008 through to March 2011, Jim assisted the Alberta Provincial government with community development initiatives across south-central Alberta and provincially in support of Alberta Education's "Inspiring Education" focus group project.

OPTIONAL: While relaxing, Jim enjoys reading eastern and western philosophy and exploring movement through ballroom dance and Chinese martial arts (specifically, Plum Flower Boxing).

