



Vanguard Facilitators

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Creating
HIGH PERFORMANCE
Organizations

PROFILE

Jim Roscoe, principal 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*.

Jim has Bachelor degrees in Business Administration, and Education, numerous "Trainer" certifications and is an accredited Technology of Participation™ group facilitator. As principal of **Vanguard Facilitators**, he specializes in skill-based training and group process facilitation. Key services include:

Group Facilitation:

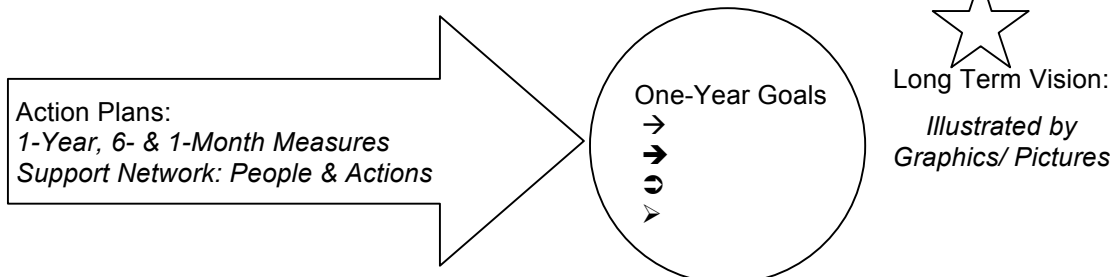
Team Building
Action Planning
Strategic Planning
Organizational Change
Public Consultation (via Focus Groups)

Content Based Skills Training:

Team Member & Team Work Skills
"Train-the-Trainer" programs
Emotional Intelligence
Leadership
Planning

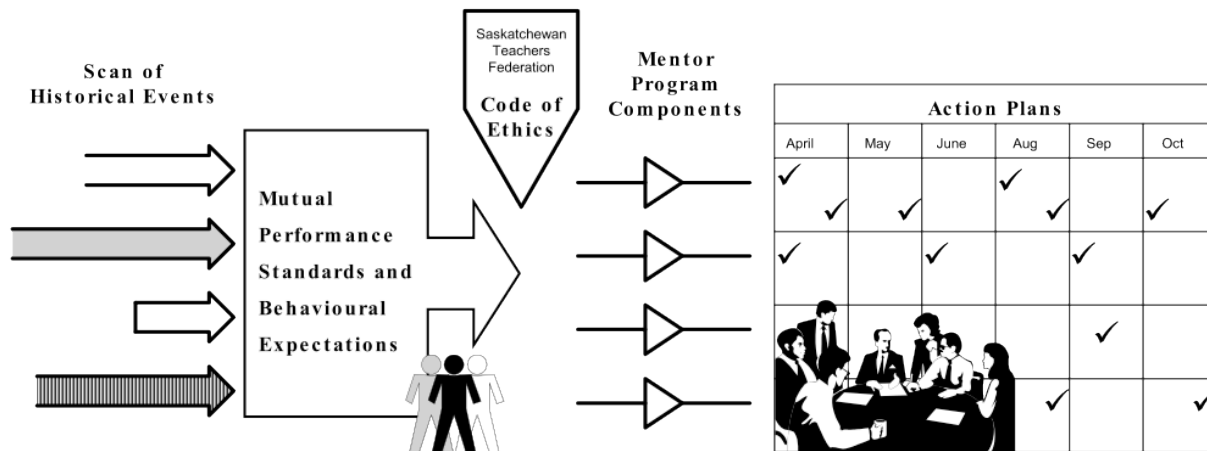
Recent engagements include:

- **Alberta Health Services – Strategic Planning for Youth Addition Services**
Assisted small team create plan to increase effective transition from independent agency to unit with Ministry.
- **Alberta Justice – Stakeholder Focus Groups**
Designed and led one-half day, multi-site in-person and virtual discussion session for government staff to gather input on policy and process problems when dealing with families in high conflict.
- **CUETS – Instructional Design and Delivery; Action Planning, Focus Groups**
 - Led annual planning session for the Information Technology Development department.
 - Led focus groups enabling business transformation project staff to identify learning expectations during software exploration phase.
- **Interior Designers Association of Saskatchewan (IDAS) – Strategic Planning**
Led graphic-oriented, one-day strategic planning process focusing on inclusion and group participation. Jim helped the group co-ordinate the many voices within the executive committee to create an effective plan. The final, wall length mural looked like:



- **Carnduff High School (SK) – Team Building, Organizational Development**

Led one-day session to capture the school's 30-year history, review values and develop an action plan to integrate new staff into the existing school environment. The process stages looked like:



- **Professional, Cultural and Community Associations (AB) – Strategic Planning**

Led single and multi-session planning processes for formal organizations (Economic Developers Association of Alberta, American Society for Quality, Banff Trail Community Association, Olympic Oval Association, Pine Tree Players [Canmore]).

- **Souris Valley School Division (MB) – Team Building**

As part of a three-facilitator team, led all 168 divisional staff in team-building exercises based on Peter Senge’s “learning organization” themes to forge a larger group identity and reinforce service to students as the divisional mission.

Participant Comments:

- CUETS: “He made everything clear and understanding the course was easy. He gave good examples to questions, to make us understand what a specific topic meant.”
- CAPS: “Kept it moving & kept us in check.” “You lead very well.” “Awesome job!”
- IDAS: “Very refreshing.” “It was very inspiring.”
- Carnduff High School: “Day went well, confident that this will be most beneficial.”
“We’re going to be a better staff because of today. We should have done it sooner.”

Methodology Overview:

When knowledge and skill transfer is required, Jim prefers to use Kolb’s four-stage Adult Learning Cycle: Experience, Generalization, Reflection and Application. Otherwise, Jim primarily uses participatory facilitation methods such as PATH (Possible Alternative Tomorrows with Hope), Solution Circles and the Technology of Participation™ (ToP).

ToP methods ... create a climate that nourishes those qualities necessary for transformation – alignment, leadership, communication, cooperation, commitment, creativity, innovation and implementation.

— Laura J. Spencer, *Winning Through Participation*

Feel free to contact Jim with any questions about his experience, possible benefits to your environment or ways to implement change in your community or organization.

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