



## VANGUARD FACILITATORS

PO Box 28058  
Regina SK S4N 7L1  
E-Mail: jimr@vanguard-facilitators.ca  
Office: (306) 566-9304 (CST) ICQ: 56636635

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' recent 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:

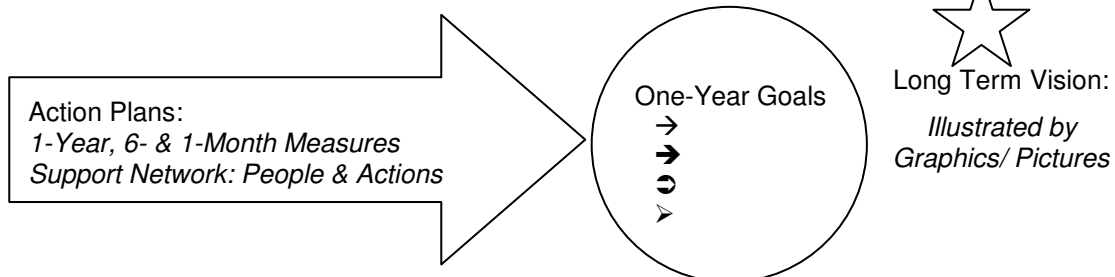
Team Building  
Action Planning  
Strategic Planning  
Organizational Change  
Public Consultation (via Focus Groups)

### CONTENT BASED SKILLS TRAINING:

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

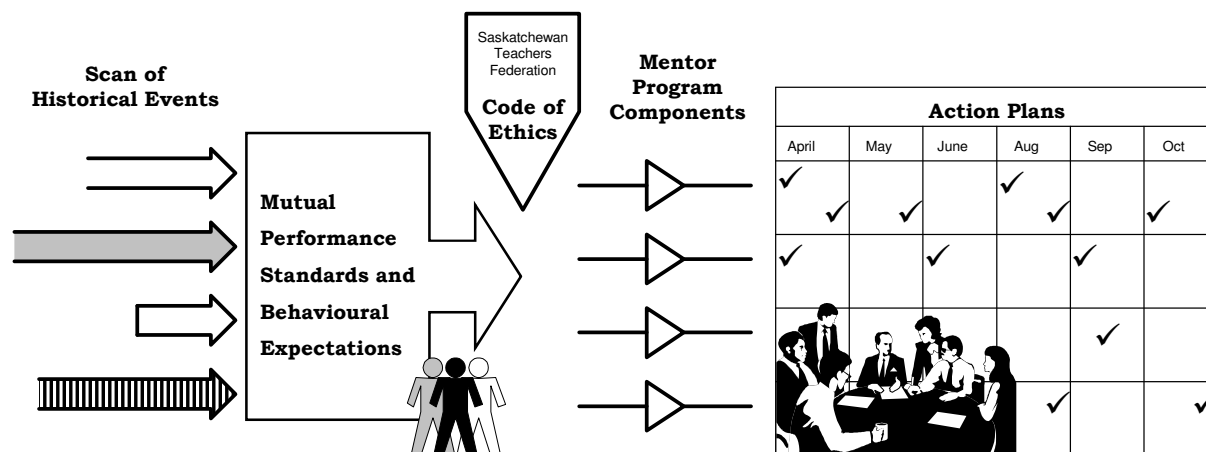
### RECENT ENGAGEMENTS INCLUDE:

- **WESTERN ECONOMIC DEVELOPMENT – STRATEGIC PLANNING FOR MINORITY LANGUAGES**  
As part of a four-facilitator team, led small group discussions to review survey data, clarify vision for minority language training in Western Canada, and prepare initial action plans.
- **CUETS – INSTRUCTIONAL DESIGN AND DELIVERY; ACTION PLANNING, FOCUS GROUPS**
  - Led annual planning session for the Information Technology Development department.
  - Led focus groups enabling 55 special project staff to identify learning expectations for a major software development project.
- **CANADIAN ASSOCIATION OF PROFESSIONAL SPEAKERS (CAPS) – STRATEGIC PLANNING**  
Led one-half day session for Saskatchewan chapter executive to focus on expansion plans for their second year of operation in Saskatchewan.
- **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 – 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:



▪ **SOURIS VALLEY SCHOOL DIVISION – 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.

▪ **PROFESSIONAL ASSOCIATIONS – FOCUS GROUPS**

Other facilitated initiatives include assisting local professional groups (STDA, HRMA, SHRA) gather input from their members.

**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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