



# Vancouver School Board

School District No. 39 (Vancouver)

LEARNING SERVICES

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The work that Gervase Bushe has done with the Vancouver School District has had widespread impact on the system. As a consultant, he has guided the design and implementation of Appreciative Inquiry throughout District over the past three years. There is no doubt that the effectiveness of the Learning Inquiry is a result of Gervase's outstanding expertise in leadership and organizational development, as well as his integrity and highly ethical practice.

Gervase has worked closely with some members of the VSB District Management Team, has trained and consulted with the Learning and Development Team in developing the Learning Inquiry, and has been a resource for a broad range of stakeholders in the system. In this role Gervase quickly engendered trust and credibility because of his extensive skills and knowledge of organizational development and appreciative inquiry, his varied experiences in the private and public sectors, and his remarkable interpersonal skills.

Being new to the field of public school education, Gervase was a learner as well as a teacher. He was flexible and adaptable to the nature of our organizational culture, creating new models and methodologies that were highly suitable to the school system. He honored the roles of the sponsors and very effectively taught and coached the Learning & Development Team in their roles as change agents. Drawing on his internationally renowned reputation and network, Gervase has offered many opportunities for members of the team to learn from other experts in the field of appreciative inquiry throughout North America.

We are highly privileged to have worked with Gervase. He has played a pivotal role in helping our system build the capacity for significant organizational learning and change.

A handwritten signature in black ink, appearing to read 'Leann Buteau'.

Leann Buteau, Consultant, Learning & Development

A handwritten signature in black ink, appearing to read 'Mary Filleul'.

Mary Filleul, Consultant, Learning & Development

A handwritten signature in black ink, appearing to read 'Lynn Green'.

Lynn Green, Administrator, Learning & Development

Learning Services, Vancouver School Board