



## Stephen E. Cosgrove, Ed.D.

Dr. Steve Cosgrove has coordinated and conducted more than 5400 training programs/seminars in the areas of leadership and human resource development. His work has been tailored to the unique needs of individuals, agencies, and organizations in virtually every state and Canada. Dr. Cosgrove's professional experiences involve developing, coordinating, and conducting a broad base of leadership enhancement activities and training programs. His consultation efforts include:

- public and independent school systems
- higher education
- corrections
- substance abuse treatment
- rehabilitation/special education
- health care/mental health
- hospitality/tourism
- banking and insurance
- corporations/businesses
- government agencies (municipal, state, federal)
- not-for-profit organizations/for-profit organizations
- job readiness, job training, job placement
- vocational testimony in disability determination hearings

He has authored or co-authored many successful grant proposals from various state, federal, and foundation funding sources. Since 1989, he has served as a leader and a member of several grant peer review teams convened periodically by the U.S. Department of Education. His skills as an effective educator and speaker are widely recognized, and his presentations are consistently characterized by meaningful content, and an engaging, personable style.

Prior to forming **Steve Cosgrove & Associates**, Dr. Cosgrove was instrumental in opening and supervising the first community-based residential work release program for the Illinois Department of Corrections, creating the state-wide procedures for job readiness, job training, and job placement...Over the years, 1000's of successful work-related placements and follow-ups. As a counselor with substance abuse treatment programs in the Miami/Ft. Lauderdale area, he managed a wholistic therapeutic process which focused on state correctional inmates. While at Auburn University, Alabama, he was responsible for the coordination and administration of a multi-project extension and continuing education program throughout the southeastern eight states. His work with the Fairbanks North Star Borough School District in Alaska included positions as Guidance Counselor, and Assistant Principal, Activities/Athletic Director, opening new North Pole High School, September 4, 1984. He also served as the Director of Special Services with the Kenai Peninsula Borough School District in Alaska. Frequently, he assists other management consulting firms with organizational change interventions, quality improvement processes, and professional skill enhancement initiatives.

Dr. Cosgrove holds a Bachelor of Arts degree in psychology, and a Master of Science degree in rehabilitation counseling from Southern Illinois University at Carbondale. He earned his Doctorate in education from Auburn University, with an additional emphasis in organizational/educational leadership. He is a member of the board of directors of the International Leadership Group, Inc., whose mission is the development of youth leadership capabilities. He maintains active membership in several professional associations. His hobbies include youth development activities and coaching (...every year since he was 12 years old!), reading, nature walks, tree-identification tours, fishing, hunting, canoeing, hiking, and camping. He and his wife Sheree have two grown children: Coleman Kidd and Jenna Murie.

**Steve Cosgrove & Associates**  
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