LEADERSHIP: THE KEY TO LIVING INTO POSSIBILITY!

The practice of veterinary medicine is an exciting avocation that requires accomplished veterinary health care professionals to interact with peers and collaboratively engage the public for the purpose of diagnosing, effectively recommending and delivering efficacious health care.

Practice involves a variety of challenges that none of us were really prepared to meet during our formal veterinary education. Coping with staff morale, burnout, financial challenges, workplace drama and a host of related challenges can easily make our veterinary careers less joyful. The Canadian Veterinary Medical Association’s Emerging Leaders Program offers the recent graduate and experienced professional alike, an opportunity to explore their approach to personal and professional accomplishment and how they work with colleagues and health care teammates. Participants can expect to participate in an interactive curriculum that explores who we are and how we engage and connect with those around us. Each of these issues has considerable impact on our power and relational competence with our clients and coworkers, and extends from our behaviours and success at work to our personal relationships and lives at home. Participants can expect to leave this program with a better sense of how to work effectively with others and enhance the efficacy of coworker teammates in their practices.
Your Facilitator:

RICK DE BOWES

After the tremendous success of last year’s Emerging Leaders Program, the CVMA is bringing Dr. Rick DeBowes back to share his wealth of leadership experience with the next generation of leaders. As Professor of Surgery and Director of the Professional Life Skills Program at the Washington State University College of Veterinary Medicine, Dr. DeBowes has practiced in both private small animal practice and academic equine practice settings. He served as Chairman for Clinical Sciences at both Kansas State and Washington State University Colleges of Veterinary Medicine and has worked within and led large veterinary health care teams. These experiences have provided him with numerous opportunities to assess the impact of personalities, communication, servant leadership and teamwork in the health care environment. Based on his experiences in veterinary practice and with a keen awareness of the “people skills” needed to be a great veterinarian and health care team member, he currently oversees the practice management curriculum and co-directs the communication courses in the WSU College of Veterinary Medicine.

Dr. DeBowes is a frequent speaker and presenter of leadership programs. He co-developed the AVMA Veterinary Leadership Experience (VLE) and a series of other interactive, experiential leadership education experiences for health care team members. These unique programs have been presented to students, faculty, practitioners and health care team members in numerous countries across four continents. Dr. DeBowes has presented over 100 of these programs to practices, businesses and corporations across the country.

WHY YOU SHOULD ATTEND:

Register now! Limited space available

Dr. Morris Samson, Toronto, 2012 ELP participant

“By partaking in the ELP, you can acquire more leadership skills in one day than in 10 years of practice. These newly embedded ideas and philosophies will bring you and your veterinary hospital to a new level of emotionally stable, top medical capabilities. An additionally important component of this conference is the inclusion and participation of personal, heartfelt, real-life experiences which will help you relate and comfortably embrace the vibrancy of our profession.”
This unique leadership experience is open to all CVMA members!

The CVMA Emerging Leaders Program started in 2010 as a small full-day workshop for a group of selected open up participation this year to all interested CVMA members. For the first two editions of the program participation was limited to those selected few that graduated within the last 10 years. However, the CVMA's desire to foster leadership in younger veterinarians doesn't mean that more seasoned veterinarians shouldn't benefit from this unique experience. That's why, in 2012, we opened the program to a limited number of paid participants. Once again, the CVMA is happy to open up participation this year to all interested CVMA members. The fee to participate in this valuable experience has been reduced from $300 to $150. Don't miss this opportunity! At the end of this full-day interactive workshop you get to meet the CVMA Council and have the opportunity to learn more about what they are doing to lead the profession. Come prepared!

<table>
<thead>
<tr>
<th>EVENT DETAILS</th>
<th>WHEN</th>
<th>WHERE</th>
<th>WHO</th>
<th>HOW</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>July 10th, 2013, 8am to 6pm</td>
<td>Fairmont Empress Hotel Buckingham Room Victoria, British Columbia</td>
<td>This program is open to all CVMA members.</td>
<td>Register on the CVMA website now! Only $150 for a full day interactive workshop.</td>
</tr>
</tbody>
</table>

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” –John Quincy Adams

“Do not follow where the path may lead. Go instead where there is no path and leave a trail.” – Ralph Waldo Emerson
Up to two candidates per province will be selected for a full sponsorship to participate in the ELP workshop. Successful applicants will receive full sponsorship for the following:

- **Leadership: The Key to Living into Possibility!”** workshop
- Travel costs to and from Victoria, British Columbia
- Two nights accommodation
- Complimentary registration to the CVMA convention (value $755)

**How to apply for sponsorship**

If you would like to be considered as a sponsored participant in this leadership experience and you graduated within the past 10 years from a veterinary college, please contact CVMA Project Coordinator, Oliver Hoffmann, at ohoffmann@cvma-acmv.org prior to April 15th, 2013. To apply, provide the following information:

- Name
- Address
- Practice or business name
- Description of practice / business
- Year and school of graduation
- Essay: *In 500 words or less, describe the types of leadership positions you currently find yourself in and how you envision yourself to be a more effective leader after participating in this one-day, action-packed, dynamic session.*

In the event that your application is selected for full sponsorship by your provincial VMA, your registration fee will be refunded.

---

**Thank You!**

The CVMA Emerging Leaders Program is realized with the help of the provincial VMAs, the event founding partner Hill’s Pet Nutrition and the co-partners Zoetis, Merck Animal Health & Western Financial Group.

**Founding Partner:**

*Hill’s*

**Co-Partners:**

*Zoetis*, *Merck Animal Health*, & *Western Financial Group*

**INFORMATION**

**Dr Melodie Chan - ELP Chair**

melodie.chan@zoetis.com

**Oliver Hoffmann - CVMA Project Coordinator**

ohoFFmann@cvma-acmv.org