



CVMA Power of 10 | Doctors Leadership Academy 2021-2022 Class Curriculum

Dates marked with an asterisk () are tentative and subject to change.*

Skills Lab | Initial Gathering Leadership Retreat

Friday, October 15 – Sunday, October 17, 2021 - Vail, CO

This gathering kicks off your year as a Power of 10 participant, setting the stage for a year of learning. The session will start at 11:00 AM on Friday, and conclude by noon on Sunday. We will dig deep into your leadership style and behavior, facilitated by expert leadership coaches. Expect a weekend full of fun, learning, and bonding. Attendance is mandatory and lodging is provided. Content and learning objectives include:

- From Me to We: Personal Self-Narrative
 - Sharing of participant stories
- Living an Extraordinary Life
 - Who am I and what are my core values and goals?
 - What are my balance barriers?
 - What are some strategies for integrating my life and career?
- Insights® Discovery: The Key to Personal Effectiveness
 - Taking self-awareness to the next level
 - Understanding yourself and how others see you
 - Understanding others and how to respond effectively to their needs
 - Exploring effective strategies for dealing with different – or difficult! – people or colleagues
 - Applying Insights® to build a high-performing team
- Insights® Discovery: Influencing Stakeholders
 - Identifying each individual you need to influence
 - Understanding why you need to influence them
 - Determining how you are going to influence them
 - Getting clear about what outcomes you hope for
 - Identifying and breaking down barriers to influencing
- Leadership Foundational Skills & Emotional Intelligence
 - Learn how great leaders inspire action
 - Appreciate the concept of servant leadership
 - Understand emotional intelligence and its importance in a leader
 - Create your leadership skills action plan

Skills Lab | CliftonStrengths and VIA Character Strengths

Friday, November 12, 2021- Denver, CO

Research shows that when people know and utilize their strengths, they are:

- More engaged at work
- More productive in their roles
- Happier and healthier

It isn't until people know what makes them talented and unique that they know how to perform better in their job. This lab will take a deep dive into participants' personal strengths and how to utilize them in the workplace. The lab will also teach participants to use their strengths to handle stress and life challenges, become happier, and develop relationships.

Skills Lab | Purpose Driven Leadership

Friday, January 14, 2022 – Denver, CO

Veterinary medicine is ingrained with a natural sense of meaning - yet it's hardly ever strategically leveraged in the design of workplace culture. Research finds those who work for or with a purposeful leader are more fulfilled, resilient, and higher performing. Leaders who cultivate meaning and wellbeing in their organization see higher employee engagement and job satisfaction, less workplace burnout, and a healthier bottom line.

In this session, we provide clarity about what purpose is and show how purpose scientifically works to compel people, teams, and organizations. Through a blend of science, story-telling, and hands-on exercises, we'll introduce the key, research-backed practices of purposeful leadership- empowering attendees with tangible skills to cultivate fulfilled and resilient employees and organizations. Attendees will:

- Understand the science of wellbeing, meaning, and purpose
- Understand the human performance and business case for wellbeing, meaning, and purpose in the workplace
- Identify and describe four key practices in the domain of purposeful leadership

Skills Lab | Veterinary Advocacy Day

Thursday, February 17, 2022 – Denver, CO

It is essential for lawmakers to hear from engaged and knowledgeable constituents – particularly in subject areas where the lawmaker has little practical or technical experience. This day-long session will build the skills and knowledge necessary to be confident and effective advocates on public policy issues that affect the veterinary profession.

The day includes a trip to the State Capitol where participants will take a tour and then attend the Colorado Legislators for Animal Welfare (CLAW) Caucus.

Skills Lab | Financial Wellbeing

Friday, March 18, 2022 – Denver, CO*

This day will help you feel competent around financial issues, and confident to take action and stay mentally positive despite financial challenges. You will learn:

- Different loan repayment options and strategies
- Issues with student loan repayment and how we might be able to improve the debt: income situation in veterinary medicine
- Personal financial planning strategies, including saving for retirement and other personal goals
- Practice ownership affordability and strategies

Skills Lab | Veterinary Conflict Management

Friday, May 20, 2022 – Franktown, CO*

Conflict is a daily reality in all types of clinical practice. We experience conflict with our employers, our co-workers, and our clients. This workshop will cover strategies to manage difficult online communications (including a practice's social media presence and online reviews), as well as methods to defuse face-to-face conflict, while still advocating effectively for your practice and yourself.

Skills Lab | Advanced Communication Approaches to Crucial Conversations, Caring for the Caregiver, and Self-care

Friday, June 17, 2022 – Denver, CO

Part 1 – Crucial conversations are those in which the parties are invested with high stakes and emotion; examples include conflict management, negotiations, performance evaluations, and giving feedback. Because of the high tenor of these discussions, the risk for misunderstandings and miscommunication is significant. Therefore, it is critical to enter into these conversations with purpose, intention, open-mindedness, and clear messaging to avoid repercussions. With these techniques, there is potential to recover or deepen a professional relationship through greater understanding and a shared vision for moving forward.

You will learn to:

- Attend to setting, timing and privacy
- Create an opening statement
- Seek mutual understanding
- Develop a plan towards resolution

Part 2 – More than ever it is important for veterinary professionals to learn coping skills to manage the stress of dispensing care to clients and patients – often at the expense of self-care. Taking time to care for the caregiver is paramount, as job dissatisfaction is correlated with decreased productivity and absenteeism and increased turnover – a big cost to the person and the practice. The personal and

professional consequences of job dissatisfaction are bleak and include stress, depression and anxiety, alcohol and drug abuse, and suicide.

You will learn to:

- Recognize the early signs of compassion fatigue
- Identify tools and techniques to prevent and manage compassion fatigue
- Commit to a self-care plan

Part 3 – Life and work can be stressful at times. As caretakers, we work hard to ensure the needs of those in our professional and personal life are met, sometimes at the detriment of our own. Learn ways to recognize the warning signs and symptoms of compassion fatigue and substance use and how to implement a self-care plan to ensure you and your practice are taken care of too. You will also hear about the Veterinarian Peer Health Assistance Program and how the program can assist you.

Skills Lab | Annual Power of 10 Potluck

Friday, July 22, 2022 – Great Lawn Park- Denver, CO

Join Power of 10 participants and alumni for this unique afternoon lab, followed by a social potluck event! We'll spend the afternoon learning about building deep connections, and then we'll invite all P10 alumni, and all of our families, to join in a dinner BBQ celebration. More details to come.

Skills Lab | Reality Roundtable: A No-holds-barred Discussion

Friday, August 19, 2022 – Denver, CO*

Practice owners, hospital administrators, and business experts will spend a day with Power of 10 participants in interactive dialog on topics selected by the participants. In addition to sharing "what I wish someone had told me ..." the roundtable will explore topics such as:

- Cutthroats or Colleagues? Keeping Professionalism in the Profession
- Building a Stronger Voice in the Workplace
- Finding Value with a Mentor
- Benefits and Pitfalls of Practice
- What's on Your Mind? (open discussion and wrap up)

Graduate Celebration | CVMA Convention 2022

TBD – Keystone, CO

Power of 10 participants receive **complimentary registration** to CVMA Convention 2022 in Keystone. A schedule of specific Power of 10 activities will be announced in advance, including a wrap-up session and an award presentation.

Optional learning labs and professional development courses occur throughout the conference. Participants are responsible for their own hotel rooms and will receive a special discounted rate when booking via the CVMA website.