



CANADIAN VETERINARY  
MEDICAL ASSOCIATION  
L'ASSOCIATION CANADIENNE  
DES MÉDECINS VÉTÉRINAIRES

## CVMA Emerging Leaders Program



# CVMA EMERGING LEADERS PROGRAM

July 5 and 6, 2018  
Vancouver, British Columbia



## INVITATION TO APPLY FOR SPONSORSHIP

Low staff morale, burnout, financial challenges, workplace drama and a host of related challenges can easily make our veterinary careers less fulfilling. The Canadian Veterinary Medical Association's (CVMA) Emerging Leaders Program (ELP) can help bring joy back into the workplace by teaching you how to cope with a variety of challenges encountered in veterinary practice.

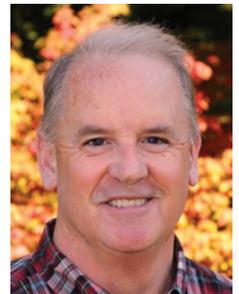
The ELP offers experienced professionals, as well as recent graduates, an opportunity to explore their approach to personal and professional accomplishments and working relationship with colleagues. All participants, regardless of their area of practice or years of experience, will come away enriched from this highly interactive eight-hour workshop.

Since its inception in 2010, 225 DVMs have participated in the program. You can join this amazing group of rising stars as this unique leadership experience is open to all CVMA DVM Members. With sponsorship from Virox Animal Health, CVMA is offering the opportunity to members who graduated in 2007 or later to apply for full sponsorship to participate in the program.

In addition to the ELP session, participants are also invited to CVMA's signature events including the 2018 CVMA Summit and the CVMA AGM and Awards Luncheon.

### FACILITATOR

ELP facilitator Dr. Rick DeBowes will show you that practice can be fun, if you let it be! 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 is a frequent speaker and presenter of leadership programs and co-developed the AVMA Veterinary Leadership Experience and a series of other interactive, experiential leadership education programs for healthcare team members. These unique programs have been presented to students, faculty, practitioners and healthcare team members in numerous countries across four continents.



### WHEN

July 5, 2:30 - 6 p.m.  
July 6, 8 a.m. - 2 p.m.



### WHERE

JW Marriott parq Vancouver



### WHO

Open to CVMA DVM Members

# HOW TO APPLY FOR SPONSORSHIP

CVMA members who graduated within the last 10 years (2007 or later) can apply for full sponsorship to participate in the ELP (Up to two sponsored participants per province will be selected). Sponsored participants will receive the following:

- Travel to and from Vancouver, British Columbia
- Two nights' accommodation at the JW Marriott parq Vancouver
- Eight-hour workshop with Dr. Rick DeBowes
- Complimentary registration for the 2018 CVMA Convention (value \$645)

If you would like to apply for sponsorship, please complete the attached form and send it to Sarah Cunningham at [scunningham@cvma-acmv.org](mailto:scunningham@cvma-acmv.org) by **March 23, 2018**.

## TESTIMONIALS



« My experience with the Emerging Leaders Program proved to be immeasurably helpful. I have found myself, as a new practice owner, in the situation where I am extremely busy and find it very difficult to keep priorities on track, my team motivated, my family close at hand, and continue to be a compassionate veterinarian. Not only did the ELP introduce me to others in my situation, it networked me with individuals who had been in my situation years before. They were able to offer me support and encouragement. The experience started off with the very eye opening and inspiring CVMA Summit – The Future of Veterinary Medicine. This summit brought the veterinary profession to a new level of opportunity in my eyes. Dr. Rick DeBowes was an incredible facilitator. The group of Emerging Leaders that I had the opportunity to learn with were all very open and eager to learn from Dr. DeBowes. The networking opportunities that this program offered me, will change the way I lead and manage my practice. I am incredibly grateful to have been granted this opportunity.

**DR. CHANTAL DEMERCHANT**  
DVM  
ELP 2017



« When it comes to developing leadership, there's a plethora of options out there. From reading books to watching videos, but nothing compares with attending the Emerging Leaders Program. What separates the ELP from other leadership programs is Dr. Rick DeBowes. As Professor of Surgery and Director of the Professional Life Skills Program at Washington State University, he brings a unique and insightful approach to leadership within veterinary medicine. In just two days, Dr. DeBowes broke down the psychology behind low staff morale, burnout, imposture syndrome and financial challenges that plagues us as veterinarians. Not only does he shed light on these topics but provided the tools and steps to combat these issues on a daily basis. Since attending ELP, I've been able to institute his teachings in truly meaningful ways that not only improved my career as a veterinarian and a leader, but in my personal life as well. Every veterinarian should invest in themselves by attending the Emerging Leaders Program.

**DR. BRENDON LAING**  
DVM  
ELP 2017



« It was an excellent experience. While I am not a practice owner, I was able to learn so much about how to build an effective and happy team. It helped remind me of the value of the services that we as veterinarians can provide, and how to effectively communicate with both our clients and our team members to ensure our patients receive exceptional care. I would definitely recommend the program to anyone who is interested in strengthening their communication and leadership skills, and who wants the opportunity to network and interact with their peers from across Canada.

**DR. AMANDA EVANS**  
DVM  
ELP 2017



CANADIAN VETERINARY  
MEDICAL ASSOCIATION

L'ASSOCIATION CANADIENNE  
DES MÉDECINS VÉTÉRINAIRES

CANADIAN VETERINARY  
MEDICAL ASSOCIATION

339 Booth Street, Ottawa (Ontario) K1R 7K1  
T • (800) 567-2862 • (613) 236-1162  
F • (613) 236-9681  
[admin@cvma-acmv.org](mailto:admin@cvma-acmv.org)  
[canadianveterinarians.net](http://canadianveterinarians.net)



CanadianVeterinaryMedicalAssociation



@CanVetMedAssoc



CVMAACMV