



# CVMA Emerging Leaders Program



CANADIAN VETERINARY  
MEDICAL ASSOCIATION  
L'ASSOCIATION CANADIENNE  
DES MÉDECINS VÉTÉRINAIRES



July 16 and 17, 2019, Toronto, Ontario

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.**

“The CVMA Emerging Leaders Program was a very inspiring experience. The leadership lecture component helped re-focus on the importance of a functional team and how putting significant effort into designing and supporting the desired workplace culture will develop a more functional and efficient team leading to improved workplace moral and client retention and compliance.”

*Dr. Beth Cozens, Fort Malden Animal Hospital*



Since its inception in 2010, 254 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 2008 or later to apply for full sponsorship to participate in the program.

“I had an amazing time in Vancouver at the CVMA and mostly at the ELP component. Dr. DeBowes sessions were full of inspiration and motivation. He presented new ways of looking at old problems. Provided new and unique ways of looking at day to day issues as well as “big ticket” life issues. Came away inspired and motivated to invoke positive change in my life and workplace.”

*Dr. Devin Norbert, Fish Creek 24hr Pet Hospital*

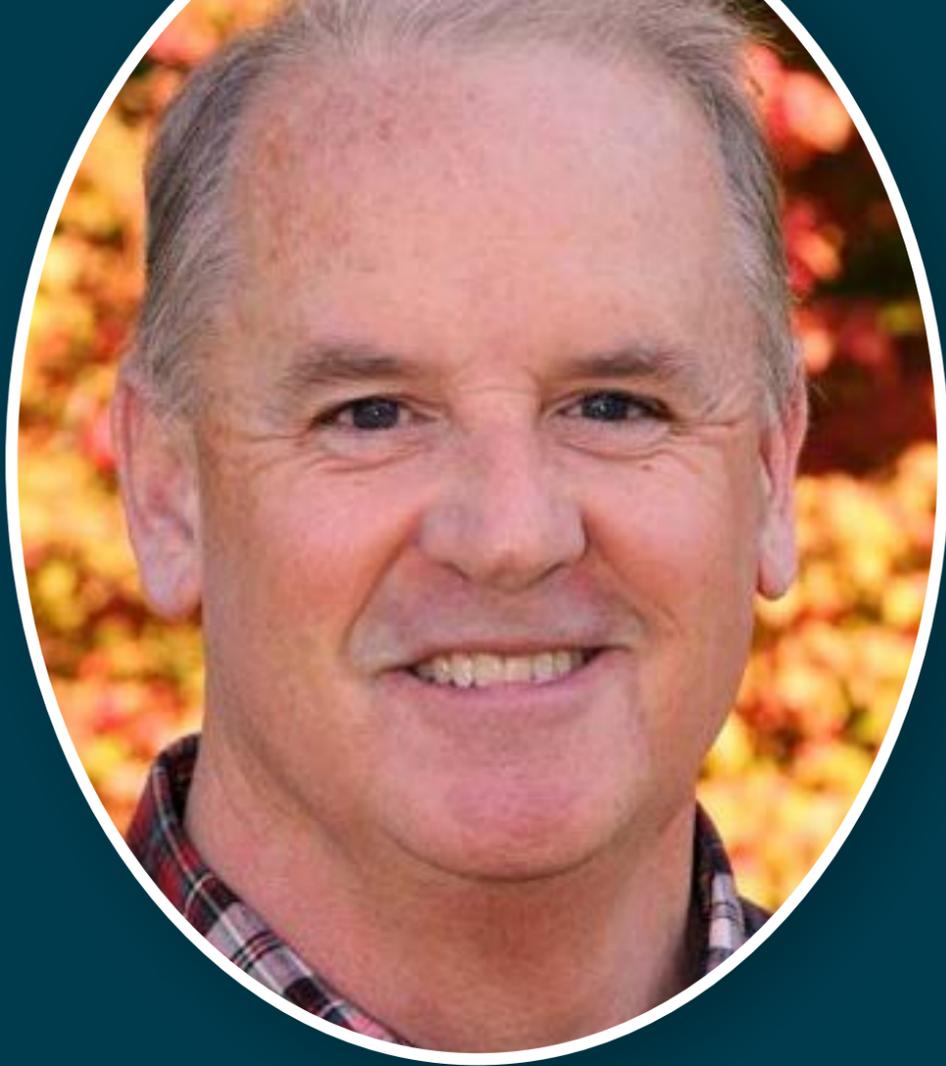


In addition to the ELP session, participants are also invited to CVMA's signature events including the **2019 CVMA Summit** and the **CVMA AGM and Awards Luncheon.**

“The sessions were fantastic! Working with many individuals with different characters in a highly emotional job like ours poses many challenges. It was an eye opener and also a confirmation of how working and collaborating together as a team works much better than working solo within a team. The key is good communication from each stakeholder. I walked away feeling empowered and more open to possibilities.”

*Dr. Evy van Nobelen, Okanagan Veterinary Hospital*





ELP Facilitator **Dr. Rick DeBowes** will show you that practice can be fun, **if you let it be!**

## **Facilitator:**

**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 16, 2:30 to 6 p.m.  
July 17, 8 a.m. to 2:00 p.m.

## **Where:**

Metro Toronto Convention Centre

## **Who:**

CVMA DVM Members

### **Testimonial from Dr. Rick DeBowes, Facilitator:**

It has been my distinct pleasure over the past 6 years to be associated with the amazing colleagues from across Canada who come together annually to engage in the Emerging Leader's Program. Having taught veterinary students and post graduate colleagues for the past 39 years, I can tell you that these individuals are amongst the best and brightest you could find. The energy, enthusiasm, and intelligence they bring to our interactive learning sessions is both gratifying and humbling. So many of them go on to improve their practice teams at home or take on a role in provincial or national organized veterinary medicine...always leading by example. If you want to thrive in our profession today and truly make a positive difference for others, I wholeheartedly recommend the CVMA Emerging Leaders' Program for your consideration!



## **How to apply for sponsorship...**

CVMA members who graduated within the last 10 years (2008 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 Toronto, Ontario**

**Two nights' accommodation at the Intercontinental Hotel**

**Eight-hour workshop with Dr. Rick DeBowes**

**Complimentary registration for the 2019 CVMA Convention (value \$1300)**

If you would like to apply for sponsorship, please complete the attached form and send to **Sarah Cunningham**, at [scunningham@cvma-acmv.org](mailto:scunningham@cvma-acmv.org) **by March 1, 2019.**



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