

Power of Ten Leadership Academy | 2018-2019 Class Curriculum

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

Skills Lab | Personal Effectiveness, Leadership, and Communications

Friday, October 5 - Sunday, October 7, 2018 - Initial Gathering Breckenridge, CO

This gathering will start at 1:00 PM with an opening session on Friday, and conclude by noon on Sunday. Attendance is mandatory; your confirmation of attendance is requested. Content includes:

- From Me to We
 - Sharing of participant stories
- Living an Extraordinary Life
 - Who am I and what are my core values and goals?
 - What are my balance barriers?
 - Strategies for integrating my life
- Insights® Discovery: The key to personal effectiveness
 - Taking self-awareness to the next level
 - Understand yourself and how others see you
 - Understand others and how to respond effectively to their needs
 - Explore effective strategies for dealing with different - or difficult! - people or colleagues
 - Realize the benefits of partnering with others
 - Apply 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
 - Learn how great leaders inspire action
 - Appreciate the concept of servant leadership
 - Understand emotional intelligence and its importance in a leader
 - Learn what kind of leader you are
 - Create your leadership skills action plan
- Strategic Leadership
 - Learn to diagnose your and others' development level on a given task or skill
 - Learn to identify needs specific to each development level
 - Learn to develop toward self-reliance and to help others do the same.
- Big Moments, Great Ideas, and Plans for Progress

BIG Ideas Forum – Fall | Behavioral Finance

Friday, November 2 – Saturday, November 3, 2018 – Colorado Springs, CO

CVMA holds two BIG Ideas Forums during the year – and they are always engaging, energizing and informative! Plus, you can earn three CE credits while helping chart the course of CVMA through your participation.

The fall session begins Friday at 2:00 PM and concludes on Saturday at 3:30 PM. Activities include a welcome reception, hosted dinner with the CVMA Board of Directors and Issue Forum presenters, the Issue Forum to take a “deep dive” into the identified issue, lunch with all Forum participants, and commission meetings (which oversee work plans in CVMA’s four key strategic areas).

An RSVP for the conference is required.

Skills Lab | Financial Health

Thursday, January 24, 2019 – 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

Your RSVP should be emailed to the CVMA office. A goals check-in will take place following this meeting, around 4:30 PM.

Skills Lab | The Art of Advocacy: Advancing the Profession’s Public Policy Agenda

Thursday, February 21, 2019 – 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 session covers includes:

- The profession’s responsibility in policy and politics
- State and national issues impacting veterinary medicine
- The realities of access and influence
- Getting your message to elected officials and staff

Your RSVP should be emailed to the CVMA office.

BIG Ideas Forum – Spring | Topic TBD

Friday – Saturday, late March/early April (TBD)

This spring session will begin Friday at 2 PM and conclude on Saturday at 3:30 PM; see the fall session description above for details on activities. An RSVP form for the conference is required. A goals check-in will take place during this meeting.

Skills Lab | Media and Crisis Communication Training

Thursday, April 18, 2019 – Denver, CO*

Media training is essential for every veterinary professional who represents their practice or their organization. Those who “wing it” because it seems like an easy task will many times regret the experience, or worse, create a negative impression and perhaps generate a new media crisis. Media training is also an excellent foundation for ALL types of communications skills. Client communication become more focused, more clear, and consumes less time when these same media training techniques are applied in the exam room. In this session you will learn:

- How to develop a relationship with members of the media and how to turn that into valuable publicity
- How to react properly when the media calls you and what questions to ask before the interview
- How to anticipate the questions you will receive and how to craft your answers
- How to develop message points from these answers and how to bridge to positive points
- And you will receive some one-on-one coaching in an actual interview setting

This session will also build understanding of social media tools, how they can be used for practice promotion, and how reputation management skills are necessary to protect your online integrity.

Your RSVP should be emailed to the CVMA office. An *Ignite!* session discussion will take place at the conclusion of this meeting, approximately at 4:30 PM.

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

Thursday, June 27, 2019 – Denver, CO*

Part 1 – Presented by Dr. Jane Shaw

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 conversation 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 – Presented by Dr. Jane Shaw

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 – Presented by Katherine Garcia MA, LAC

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.

Your RSVP should be emailed to the CVMA office. An *Ignite!* session rehearsal will take place at the conclusion of this meeting, approximately at 4:30 PM.

Potluck and *Ignite!* Session Rehearsal

Sunday, July 21, 2019 – Location TBD*

This is an opportunity to practice your *Ignite!* presentation and receive valuable input and feedback from the group. The rehearsal will be followed by a social potluck event for the current P10 cohort as well as all P10 alumni and their families.

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

Thursday, August 22, 2019 – Denver, CO*

Practice owners, hospital administrators, and business experts will spend a day with *Power of Ten* 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)

An *Ignite!* Session rehearsal and goals check in will take place at the conclusion of this meeting, approximately at 4:30 PM.

Graduate Celebration | CVMA Convention 2019

Thursday, September 12 – Sunday, September 15, 2019 – Keystone, CO

An RSVP form is required for this conference. Optional learning labs occur on Thursday with biomedical science and professional development courses plus P10 activities on Friday through Sunday noon.

Power of Ten Leadership Academy participants receive complimentary registration to CVMA Convention 2019 so that their accomplishment can be recognized – and so they can participate in an informational session with others who are interested in *Power of Ten* leadership.