

**ASVMAE Power of Ten Curriculum Resources**

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<b>CATEGORY / Resource Title</b>	<b>Description</b>	<b>Learning Outcomes</b>	<b>Used by</b>	<b>Notes</b>
<b>SELF KNOWLEDGE</b>				
<b>Leadership Foundational Skills</b>		<ul style="list-style-type: none"> <li>● Getting to why</li> <li>● Learn how great leaders inspire action</li> <li>● Appreciate the concept of servant leadership</li> <li>● Understand emotional intelligence and its importance in a leader</li> </ul>	Colorado VMA	Use the 17-minute Simon Sinek TedTalk video for “Getting to why”
<b>Leading “Me, Inc.”</b>	Leading ‘Me, Inc.’ provides self-awareness as a foundation for successful leadership. How do your behaviors and behavioral preferences impact your effectiveness as a leader? Each participant will complete a self-assessment to provide a basis for introspection, reflection, and growth as an impactful leader.		Michigan VMA AAVMC	Presenter is Deb Dunbar, University Director of Organizational Development, University Human Resource Services, Indiana University.
<b>Ethics</b>	Discussion session on various aspects of the veterinary practice act and how it pertains to ethical decision making in veterinary medicine. Specific instances will be discussed where there’s a “fuzzy line” for legal and ethical outcomes.		Oklahoma VMA	
<b>Strategic Thinking</b>		<ul style="list-style-type: none"> <li>● Using the Hermann Brain Dominance Instrument (HBDI) we will experience how 4 primary thinking styles influence how we lead and manage change.</li> </ul>	AAVMC	Presenter is Patrick Sanaghan, The Sanaghan Group <a href="http://vimeo.com/29112494">http://vimeo.com/29112494</a>

		<ul style="list-style-type: none"> <li>● We will provide a model for engaging in "Anticipatory Thinking". Participants will be able to assess their own organization's capacity to anticipate the future possibilities and challenges they face.</li> <li>● The Future Timeline planning tool will be used to create a shared context for participants and identify the trends, issues and events that could impact veterinary medicine over the next 5-10 years.</li> <li>● We will consider 10 practices that improve your strategic thinking skills (e.g. challenge assumptions, look at the broader environment, and seek out people who disagree with you).</li> <li>● The concept of "Scenario Planning" will be introduced as a way to develop strategic thinking for an organization.</li> <li>● The TEMPLES model will be used to do environmental scanning (Technology, Economy, Markets, Politics, Law, Environment, and Society).</li> </ul>		
<p><b>Leading Change</b></p>		<ul style="list-style-type: none"> <li>● We will share 5 practical and powerful change management frameworks (e.g. 20 60 20, Weisbord's "Apartment Model" of change, and Resistance as a Resource). Participants will be able to utilize these in their own organizations.</li> <li>● We will utilize the Change Readiness Survey as a way of anticipating the capacity for change in an organization</li> </ul>	<p>AAVMC</p>	<p>Presenter is Patrick Sanaghan, The Sanaghan Group  <a href="http://vimeo.com/29112494">http://vimeo.com/29112494</a></p>

		<p>and diagnose how to implement meaningful change.</p> <ul style="list-style-type: none"><li>● The "Coherence Model" of change will be used to highlight 4 key elements of successful change (i.e. Directional Coherence, Contextual Coherence, Relational Coherence, Task Coherence)</li><li>● The 5 Levels of decision making will be used to clarify "how" decisions will be made within a team/group/task force.</li><li>● "Pre mortem" planning design will be used as a way of anticipating the road blocks to successful change implementation.</li><li>● A "Cascading Agreement" collaborative meeting design will be used to create a priority list of the most important things to remember as you lead change.</li></ul>		
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<b>SELF MANAGEMENT</b>				
<b>The 5 Choices to Extraordinary Productivity</b>	The 5 Choices is a FranklinCovey module designed to measurably increase the productivity of individuals, teams, and organizations. Participants make more selective, high-impact choices about where to invest their valuable time, attention, and energy.	<ul style="list-style-type: none"> <li>• Understand how to not just get things done but get the <i>right</i> things done</li> <li>• Distinguish between the vitally important things that can transform your life and work</li> <li>• Identify and organize yourself around true priorities</li> <li>• Feel more balanced, less stressed, more deeply satisfied, and more credible because of following through on the most important things</li> </ul>	Colorado VMA	
<b>Time Management</b>	Time Management, Personal Productivity and Stress Management		Iowa VMA	IVMA purchased the Personal Productivity Series from Oak Tree to develop this program.
<b>Making Time Count</b>	This session is delivered in one hour (truly making time count!) and could be delivered in conjunction with other topics for a type of “potpourri” session.	Review a minimum of 21 different time-saving ideas to keep your personal life organized to maximize time in your career, and keep your home life sane and happy.	Indiana VMA	Presented by Lisa Perius
<b>Setting Goals and Priorities</b>	This session is delivered in one hour and could be delivered in conjunction with other topics for a type of “potpourri” session.	Over 80% of Americans don’t have specific goals; 16% do have goals but don’t write them down. We spend some time getting in the right mindset for possibility thinking, and then, we work on writing goals down! Accountability	Indiana VMA	Presented by Dr. Marybeth Feutz

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		actions are reviewed. We also work on identifying Rewards, Consequences, and Obstacles to the goals.		
<b>Planning and Organization</b>				

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<b>INTERPERSONAL EFFECTIVENESS</b>				
<b>Insights Discovery®</b>	<b>Insights Discovery®</b> , the key to personal effectiveness, uses a simple and accessible four color model to understand an individual’s unique preferences, based on responses to a short online evaluator. One of the outputs is a 20 page personality profile, which provides information on an individual’s strengths and weaknesses, communications style, and their value to a team. Each profile includes suggestions for development that can be put into practice the very next day.	<ul style="list-style-type: none"> <li>• Understand yourself and how others see you</li> <li>• Understand others and how to respond effectively to their needs</li> <li>• Explore effective strategies for dealing with different – or difficult! – people or colleagues</li> <li>• Realize the benefits of partnering with others</li> <li>• Apply Insights to build a high-performing team</li> </ul>	Colorado VMA	Requires a certified facilitator to utilize and deliver for maximum impact; Ralph Johnson is happy to talk about how to identify a facilitator in your area.
<b>DiSC</b>	<b>DiSC</b> is a personal assessment tool used to improve work productivity, teamwork and communication. DiSC is non-judgmental and helps people discuss their behavioral differences. Participants are asked to complete a series of questions that produce a detailed report about your personality and behavior. The DiSC model provides a common language that people can use to better	<ul style="list-style-type: none"> <li>• Increase your self-knowledge: how you respond to conflict, what motivates you, what causes you stress and how you solve problems</li> <li>• Facilitate better teamwork and minimize team conflict</li> <li>• Develop stronger sales skills by identifying and responding to customer styles</li> <li>• Manage more effectively by understanding the dispositions and priorities of employees and team members</li> </ul>	Michigan VMA	Karlene Belyea at the Michigan VMA is a certified DiSC facilitator and is occasionally available for travel to other VMAs; contact Karlene for costs and details.

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	understand themselves and to adapt their behaviors with others (e.g. within a work team, a leadership position, or other relationships).	<ul style="list-style-type: none"> <li>• Become more self-knowledgeable, well-rounded and effective leaders</li> </ul>		
<b>Situational Self Leadership</b>		<ul style="list-style-type: none"> <li>• Understand why you must take responsibility for your own development</li> <li>• Recognize how advancing self-reliance benefits you as well as others</li> <li>• Learn how to diagnose your own development level and what you need from your supervisor</li> <li>• Discover what you need in order to reach peak performance on any task, skill or goal</li> </ul>	Colorado VMA Iowa VMA Oklahoma VMA	
<b>Calibrating the Lens(es) of the Inclusive Leader</b>	This session engages participants in examining and deepening an understanding about the nuances of inclusive leadership through capacity building exercises, case studies, and dialog.	<ul style="list-style-type: none"> <li>• Exploration of different approaches of navigating the complexity of diverse collegial interactions in the context of challenging systems but result in richer dialog and greater ability to influence success.</li> </ul>	Michigan VMA	Presenter is Pat Lowrie, Director of Women’s Resource Center and Assistant to the Dean, MSU-CVM.
<b>Reading and Interpreting Body Language</b>	This session helps you answer questions like: Are your clients telling you the truth about their animals? What does eye movement and dilation tell you? How do you build rapport with clients and coworkers? What can you learn from a handshake? Do you know how to regain control of a situation using your own body positioning?		Michigan VMA	Presenter is Karlene Belyea from the Michigan VMA

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<p><b>The Power of Perception</b></p>	<p>The Power of Perception: How to Connect, Communicate and Collaborate with Others for Success.</p>		<p>Iowa VMA</p>	
<p><b>Managing Others</b></p>	<p>Human Resources, Practice Management, and Employee Management</p>		<p>Iowa VMA</p>	
<p><b>Managing Others</b></p>	<p>Human Resources and Practice Management</p>		<p>Oklahoma VMA</p>	
<p><b>Communication Challenges and How to Deal With Difficult People</b></p>	<p>Learn strategies for how to work together more effectively with difficult clients and team members. We will build upon the DiSC presentation, by learning how to adjust your style to meet the needs of others. Please bring one (1) difficult client scenario and one (1) difficult team member relationship that you would like to improve upon. We will review specific scenarios and work together, in facilitated discussion, to resolve interactions with challenging individuals.</p>		<p>Michigan VMA</p>	<p>Debbie Allaben Gair, CVPM, Founder and Owner, Bridging the Gap</p>
<p><b>When Teams Aren't Functioning</b></p>	<p>Defining team is relatively painless, yet performing effectively as a team is often a completely different story. Even with the best of intentions, teams can become a microcosm of dysfunction. The result: a</p>		<p>AAVMC</p>	<p>Presenter is Debra Dunbar, Indiana University</p>

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	decline in productivity, plummeting morale, wasted resources, lack of vision and strategy. There is good news for leadership! When leaders invest the time intentionally building a team the outcomes can be astonishing. The result: fully engaged employees, who see their role as doing what is necessary for the whole of the team.			
<b>Generational Differences</b>	This session will compare and contrast the values of the four generations currently in the workplace. Participants will identify potential problems for a practice or business when people from different generations fail to communicate effectively. The session will identify differing feedback styles and their impact, while offering strategies for effective cross-generational communication.		Michigan VMA	Presenter is Karlene Belyea from the Michigan VMA Betsy Charles, DVM is an outstanding presenter for this if you have the funds to bring her in.

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<b>COMMUNICATION SKILLS</b>				
<b>Communication Styles and Skills</b>	Based on the FRANK: communications module developed by Zoetis, this workshop is designed to empower participants to seek higher levels of personal and client satisfaction by improving communication and shared decision making.	<ul style="list-style-type: none"> <li>● Enhance your understanding of critical communication skills</li> <li>● Expand your awareness of verbal and non-verbal communication</li> <li>● Develop a toolbox of techniques applicable to the most routine, as well as the most challenging, interpersonal interactions</li> <li>● Create competencies of listening and understanding what is truly being said</li> <li>● Become a more adept and articulate communicator</li> <li>● Develop communication approaches with clients to engage them in collaborative decision making about pet healthcare</li> </ul>	Colorado VMA	
<b>Advanced Communication Approaches to Critical Conversations</b>	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-	<p>You will learn to:</p> <ul style="list-style-type: none"> <li>● Attend to setting, timing and privacy</li> <li>● Create an opening statement</li> <li>● Seek mutual understanding</li> <li>● Develop a plan towards resolution</li> </ul>	Colorado VMA	Presenter is Dr. Jane Shaw, CSU-CVMBS

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	<p>mindfulness 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.</p>			
<p><b>Essential Communication Skills for Leaders</b></p>	<p>The literature is replete with research results and opinions regarding the attributes that are required of effective leaders. Of the wide array of skills enumerated, communication shows up on virtually every list. This session will emphasize development of four fundamental habits of communications that are essential to leadership and organizational culture change.</p>		<p>Michigan VMA AAVMC</p>	<p>Presenter is Richard Frankel, PhD, Professor of Medicine, Indiana University School of Medicine</p>
<p><b>Communication Styles</b></p>	<p>An Executive Training Team Quest Facilitator from the University of Oklahoma guides the P10 team through communication style evaluations and discusses how to use this information to become better communicators.</p>		<p>Oklahoma VMA</p>	
<p><b>Institute for Healthcare Communications</b></p>	<p>The Institute for Healthcare Communications' Bayer Communication project was developed to address gaps in veterinarian-client</p>		<p>???</p>	<p>They have trained faculty members at CVMs to lead these modules, which can run from 1 hour (abbreviated) to 4 hours</p>

	<p>communication training at veterinary schools. To address those gaps, the project has produced 15 educational modules with tools and resource for improving communication skills:</p> <ul style="list-style-type: none"><li>● Building Teams that Work (Mod 1)</li><li>● Getting the Story: Eliciting and Understanding the Client’s Perspective (Mod 2)</li><li>● Roles and Choices: Decision Making with Clients (Mod 3)</li><li>● Euthanasia: Guiding Clients Through Difficult Decisions (Mod 4)</li><li>● Take 2 BID: Enhancing Adherence: Healthy Animals and Satisfied Clients (Mod 5)</li><li>● It Goes Without Saying: Nonverbal Communication in Veterinarian-Client Relationships (Mod 6)</li><li>● Eye of the Beholder: Difficult Interactions Between Veterinarians and Clients (Mod 7)</li><li>● Elephant in the Room: Money in the Veterinarian/Client Relationship (Mod 8)</li><li>● Strangers in Crisis: Partners in Care (Mod 9)</li></ul>		<p>(interactive). A VMA interested in the pertinent modules (see those identified at left) could consult the list of schools / faculty members trained on the IHC website if they wish to incorporate a module.</p> <p>OR</p> <p>Touch base with Dr. Kathleen Bonvincini at IHC to see if there is some better way to utilize their material for P10.</p>
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	<ul style="list-style-type: none"> <li>● Are We Good Here?: Speaking of Ethics (Mod 10)</li> <li>● Breaking the Silence: Disclosing Medical Errors (Mod 11)</li> <li>● Easy for You to Say: Communication Within the Healthcare Team (Mod 12)</li> <li>● Building Client Trust (Mod 13)</li> <li>● Compassion Fatigue: Caring Until It Hurts (Mod 14)</li> <li>● Clear the AIR: Tools for Managing Team Conflict (Mod 15)</li> </ul>			
<p><b>Media Training</b></p>	<p>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. The session includes one-on-one coaching in an actual interview setting, and also builds understanding of using social media tools for practice promotion, and how reputation management is necessary to protect one’s online integrity.</p>	<ul style="list-style-type: none"> <li>● How to develop a relationship with members of the media and how to turn that into valuable publicity</li> <li>● How to react properly when the media calls you and what questions to ask before the interview</li> <li>● How to anticipate the questions you will receive and how to craft your answers</li> <li>● How to develop message points from these answers and how to bridge to positive points</li> </ul>	<p>Colorado VMA</p>	

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<p><b>Media Training</b></p>	<p>This session will help you when interacting with television, radio and print media. You'll learn what to wear for television, how to prepare, how to develop/utilize talking points and how to pivot back to your messages when conversations take a different direction. On-camera practice interviews will be done to help you enhance skills. After a break, interviews will be shared for critique. At the end, you will be shown a perfect media interview.</p>		<p>Michigan VMA</p>	<p>Presenter is Martin Waymire Communications</p>
<p><b>Technology, Social Media and Effective Communication</b></p>			<p>Oklahoma VMA</p>	
<p><b>Communication for Personal and Professional Success</b></p>	<p>This all-day session spends time reviewing the various ways we communicate – with our clients, our staff, and others around us.</p>	<p>This session delivers content on professional branding, personal communication (internal dialogue, personalities, four core communication skills, and non-verbal communication, and professional communication (giving and receiving 'feedback' and communicating with your boss, colleagues, and those you supervise).</p>	<p>Indiana VMA</p>	<p>Presenter is Dr. Michelle Harcha, Director of Professional Development Education at The Ohio State University College of Veterinary Medicine</p>

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<b>MANAGING CONFLICT</b>				
<b>Managing Conflict</b>	Conflict is normal, natural and inevitable. As an effective leader, you must hone and refine your skill in managing conflict.	<ul style="list-style-type: none"> <li>• Develop effective methods of managing conflict.</li> <li>• Learn the diagnostic tools necessary for conflict resolution.</li> <li>• Master a seven step process for interest-based conflict management.</li> </ul>	AAVMA	Presenter is Debra Dunbar from Indiana University
<b>Resolving Workplace Conflict</b>	<p>Today’s business environment challenges organizations to increase productivity, improve quality, shorten cycle time, and reduce costs. An unfortunate but natural byproduct of these challenges is conflict. While conflict can lead to discoveries such as new ideas and innovative breakthroughs, it can, if allowed to escalate, result in damage to critical working relationships.</p> <p>This course teaches leaders how to recognize the signs of escalating conflict and take appropriate action to minimize damage. Leaders are introduced to two resolution tactics—coach and mediate—and practice using the</p>	<ul style="list-style-type: none"> <li>• Reduce the damaging effects of workplace conflict on individuals, groups, and the organization.</li> <li>• Effectively address workplace conflict and enhance productivity, efficiency, and morale.</li> <li>• Help others take responsibility for resolving their own conflicts.</li> <li>• Promote a culture of trust and mutual respect within their work group.</li> </ul>		<a href="http://www.ddiworld.com/product-guide/leadership-and-workforce-development/leadership-development-for-frontline-leaders/interaction-management-exceptional-leaders/resolving-conflict">http://www.ddiworld.com/product-guide/leadership-and-workforce-development/leadership-development-for-frontline-leaders/interaction-management-exceptional-leaders/resolving-conflict</a>

	Interaction Essentials as they coach then mediate to resolve a conflict.			
<b>Navigating Beyond Conflict</b>	<p>The differences people bring to the workplace can promote tremendous creativity and innovation. Those same differences also can contribute to misunderstandings, which can lead to discord and, if left unresolved, dispute. Individual performers need to know how to effectively navigate beyond conflict to prevent damage from occurring. In this course, individual performers learn how to recognize the warning signs of conflict and take action to prevent situations from escalating or to work out the conflict if it does escalate. This allows them to mitigate any negative impact, thus reducing the cost of conflict and improving business results.</p>	<ul style="list-style-type: none"> <li>● Reduce the cost of conflict to them and their organization.</li> <li>● Minimize or prevent conflict by promoting a culture of trust, mutual respect, and collaboration.</li> <li>● Make appropriate choices, both in words and actions, to direct situations away from possible damage and toward the discovery of new ideas and solutions.</li> <li>● Remove roadblocks to proactively taking action when the warning signs of conflict occur.</li> <li>● Successfully plan and conduct conflict resolution discussions.</li> </ul>		<p><a href="http://www.ddiworld.com/product-guide/leadership-and-workforce-development/workforce-development/interaction-management-exceptional-performers/navigating-beyond-conflict">http://www.ddiworld.com/product-guide/leadership-and-workforce-development/workforce-development/interaction-management-exceptional-performers/navigating-beyond-conflict</a></p>



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<b>WELLNESS</b>				
<b>Dealing with Compassion Fatigue in the Veterinary Profession</b>	This session provides an introduction to compassion fatigue including definitions, history, and how it applies in veterinary medicine. Discussion will include fighting compassion fatigue, compassion fatigue and euthanasia (in shelters, industry, and private practice), what to do if private practice isn't for you, and exercises and sharing of experiences.	Learn the signs of compassion fatigue, how it applies in veterinary medicine, and how to fight it. Also included is compassion fatigue and euthanasia – in shelters and in private practice. Compassion fatigue exercises, Q&A, and the sharing of experiences complete the day.	Indiana VMA Michigan VMA	Presenter is Dr. Cherie Buisson Presenter is Dr. Cathy Anderson
<b>Caring for the Caregiver</b>	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	<ul style="list-style-type: none"> <li>● Recognize the early signs of compassion fatigue</li> <li>● Identify tools and techniques to prevent and manage compassion fatigue</li> <li>● Commit to a self-care plan</li> </ul>	Colorado VMA	Presenter is Dr. Jane Shaw, CSU-CVMBS

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	anxiety, alcohol and drug abuse, and suicide.			
<b>Self-Care</b>	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.	<ul style="list-style-type: none"> <li>• Learn ways to recognize the warning signs and symptoms of compassion fatigue and substance use.</li> <li>• Learn how to implement a self-care plan to ensure you and your practice are taken care of too.</li> <li>• Hear about the Veterinarian Peer Health Assistance Program and how the program can assist you.</li> </ul>	Colorado VMA	Presenter is Katherine Garcia MA, CACIII with Peer Assistance Services
<b>Work/Life Balance</b>			Michigan VMA	Presenter is Karlene Belyea
<b>Life Balance and Personal Wellness</b>			Oklahoma VMA	

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<b>PROFESSIONAL ISSUES</b>				
<b>Animal Welfare</b>	MVMA provides free registration for P10 participants to the MVMA Animal Welfare Conference. P10 participants meet with key animal welfare individuals in the evening to discuss animal welfare issues and how to communicate with clients and the public when questions/concerns arise.	<ul style="list-style-type: none"> <li>• Topics vary each year but include a variety of large and small animal issues with internationally known speakers.</li> </ul>	Michigan VMA	
<b>Animal Welfare</b>	Building Bridges: Developing Good Relationships Between Veterinarians and Animal Care and Control Agencies. Animal shelters, humane societies and rescue groups face many challenges including high euthanasia rates, staffing shortages and a lack of funding. Veterinarians struggle to get pet owners to maintain responsible pet health care, to pay off their enormous debts from veterinary school and lack an understanding of the shelter situation. The purpose of this session is to teach participants how to build a cooperative relationship between	<ul style="list-style-type: none"> <li>• Identify realities of each group with definitions and statistics</li> <li>• Clarified misunderstandings</li> <li>• Identify common goals</li> <li>• Identify perceptions and vocabulary that present barriers to collaboration</li> <li>• Promote the development of trust through mutual understanding and respect</li> <li>• Identify examples of successful collaborative relationships</li> </ul>	Michigan VMA	Dr. Cathy Anderson

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	veterinarians and animal care and control agencies.			
<b>Advocacy Training</b>	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.	<ul style="list-style-type: none"> <li>• The profession’s responsibility in policy and politics</li> <li>• State and national issues impacting veterinary medicine</li> <li>• The realities of access and influence</li> <li>• Getting your message to elected officials and staff</li> </ul>	Colorado VMA	
<b>Legislative Day</b>	IVMA Legislative Day includes an orientation breakfast and an all-day visit to the Capitol to meet with party leaders. The night before legislative day we conducted an introduction meeting and presented an hour long session on how bills and administrative rules become law.		Iowa VMA	
<b>Legislative Advocacy</b>	Session includes an overview of the legislative process, how to contact your legislator, current legislation of interest to veterinarians, a meeting with the State Veterinarian, a tour of the state capitol, and information on political action committees. We also set up visits with		Michigan VMA	MVMA’s Lobbyist, PR firm, State Representative Dr. Henry Vaupel (veterinarian)

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	participant’s legislators and took them to meet their legislators (armed with great information to share).			
<b>Financial – Help!</b>	This session is delivered in one hour and could be delivered in conjunction with other topics for a type of “potpourri” session.	This one hour session is a general overview of your “financial house” and is used a way to engage participants in review of their short term and long term financial goals. This session is not used as a personal review, but is provided as a 50,000 foot review of the many areas that comprise our financial house – retirement savings, college savings, estate and succession planning, insurance (health care, work-related), emergency fund considerations, long term care, disability income insurance, investment strategies, will, life insurance, and school loans.	Indiana VMA	This session can be provided by a local investment broker in your area or someone who has specific knowledge in planning with the veterinary profession.
<b>Legal Issues</b>	P10 participants are asked to submit questions in advance and an interactive presentation is created around their questions		Michigan VMA	Jim Chiodini, MVMA’s attorney
<b>Legal Issues in Practice</b>	This session is delivered in one hour and could be delivered in conjunction with other topics for a type of “potpourri” session.	This one hour session is a general review of the practice act in your state and is a terrific time for participants to ask the legal team questions now that they are in the “real world” of veterinary practice, where the law can be gray at times.	Indiana VMA	Presenters from the IVMA legal team of Cantrell, Strenski & Mehringer LLP
<b>Reality Roundtable</b>	The Reality Roundtable is a no-holds barred dialog with practice owners, hospital administrators and business experts.	In addition to sharing “what I wish someone had told me ...” the roundtable will explore topics such as:	Colorado VMA	

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		<ul style="list-style-type: none"><li>• Cutthroats or Colleagues? Keeping Professionalism in the Profession</li><li>• Building a Stronger Voice in the Workplace</li><li>• Finding Value with a Mentor</li><li>• Benefits and Pitfalls of Practice</li><li>• What's on Your Mind? (open discussion and wrap up)</li></ul>		