

VTT LEADERSHIP SUMMIT

LECTURE DESCRIPTIONS



Intentionally Creating Culture

Great workplace culture doesn't happen by accident. This session explores how leaders can intentionally shape a healthy, productive culture by aligning everyday behaviors, communication, expectations, and systems with the values they want their team to experience.

Creating Psychological Safety in Your Hospital

Psychological safety allows team members to ask questions, speak up, admit mistakes, and share concerns without fear of embarrassment or retaliation. This session explores practical strategies veterinary leaders can use to build trust, encourage open communication, and create an environment where employees feel safe contributing and learning.

Dollars and Cents: Financials for Managers

This session gives practice managers and technician managers a practical, plain-language guide to the profit and loss (P&L) statement and financial analysis. Starting with the big three financial statements and a simple lemonade stand story, attendees will learn how revenue, cost of goods sold (COGS), labor, overhead, and other expenses come together on a veterinary P&L. Attendees will then walk step by step through analyzing a sample P&L, including margins and targets, and learn how to track daily key performance indicators (KPIs). The session closes with real-world case studies.

Think Like a CEO

Strong leadership requires looking beyond today's schedule and considering the bigger picture of the business. This session helps participants develop a CEO mindset by approaching decisions with strategic thinking and planning, how to develop executive functioning skills and mindsets. Attendees will learn about setting a clear mission and vision, time management, mindset and lateral thinking, strategic planning change management, stress management, internal controls, and inspirational leadership. Live polls and real practice scenarios keep the session interactive.

Creating Meaningful Performance Reviews That People Care About

Performance reviews shouldn't be an annual exercise that managers and employees dread. This session explores how to transform reviews into meaningful conversations that provide useful feedback, recognize contributions, establish clear expectations, and support continued professional growth.