

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.

Commanding the P&L Statement

A profit and loss statement tells an important story about the financial health of a veterinary practice, but only if you know how to read it. This session breaks down the P&L into understandable, actionable information and helps leaders use financial data to make more informed business decisions. Attendees will get a chance to work through some difficult financial statements and learn how to troubleshoot them.

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.

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.