

- ✿ CATALYST VetPC cares about and understands veterinary teams
- ✿ We focus on veterinary team development, retention and wellbeing



- ✿ For more information, visit <http://CATALYSTVetPC.com>
- ✿ Contact the CATALYST VetPC Team at [GetCATALYST@CATALYSTVetPC.com](mailto:GetCATALYST@CATALYSTVetPC.com)

**Customized Experience:** No one has the same situation. Each program is customized to meet your specific needs.

### Each Management Coaching includes:

- ✿ A program tailored specific to your needs as a practice owner, manager, team lead or team member
- ✿ Hourly pricing accommodating any length of session (from one hour to longer sessions, one time or at regularly scheduled intervals)
- ✿ Reference materials and follow-up resources pertinent to the discussion

### Manager Support / Mentoring

- Tailored-made for the specific needs of managers and their unique role in the hospital setting
- Feel supported and gain valuable ideas to assist you in your manager role

### Recruitment / Onboarding

May include one or more of the following:

- Designing / reviewing job description
- Salary and Benefits package review
- Designing job announcement / hiring
  - Options to have CATALYST VetPC assist in any or all aspects of the hiring process from the first posting to signing the letter of intent
- Designing phase training and first year support (Onboarding)



### Team Health / Wellbeing

- Evaluate the current level of team health and wellbeing
- Identify and design programs to combat burnout, compassion fatigue and stress for your team
- Recognize what is working, what is not working, and how to fill in the gaps with relievers to improve wellbeing

### Team Turnover

- Gain a big picture look at your hospital's turnover rate and how to rectify it
- Assistance in defining your current annual percent turnover
- Identify specific plans to decrease it

### Team Efficiency / Efficacy

- Identify how your team is currently being utilized
- Discover ways to better leverage team members
- Increase team satisfaction and hospital profitability by maximum utilization of time and skill levels

### Employee Handbook Review / Creation

- Evaluate your current manual offering suggestions to firm up language and decrease discrepancies
- If necessary, custom design one specific to your hospital

### Financial Reports / Budgeting

- Review your expenses, income and financial reports in a simple to understand way, without all the financial jargon
- Assist new managers in deciphering financial reports, making them less intimidating