

FAQs

What is a Share and Care for New Graduates Group?

It is a facilitated professional development group which provides a safe place for veterinarians in their first three years of practice to reflect on their work within the veterinary industry*.

The focus of the group is on the professional attributes that underpin our clinical skills and knowledge, such as self-awareness, emotional intelligence, resilience, mindset, communication and motivation.

Learning is through a combination of coaching, direct teaching and shared experiences.

*The idea for new graduate support groups was developed with VetPrac founder and educational advisor Dr Ilana Mendels of Constructive Veterinary Solutions.

What are the benefits of joining a Share and Care group?

Membership of a Share and Care group is a **proactive mental health strategy**, providing;

- A **safe space** to openly and confidentially discuss your fears, vulnerabilities, joys and successes - normalising workplace challenges, mutual support and help-seeking
- **Peer support** – people who understand your world and with similar or different views, a larger support network and reduced isolation
- **Personalised learning** – we use participants experiences as learning tools and have the flexibility to spend more time on matters that are of importance right now
- **Reduced isolation, stress, burnout**
- **Greater emotional intelligence, resilience, well-being and life/work satisfaction.**

From a business point of view, Share and Care groups help businesses to;

- Meet their legal and moral duty to care for their employees. Share and Care groups assist employees to manage the known risks factors of veterinary work such as high emotional demands and ethically challenging situations.
- Develop the non-technical competencies of their new graduates assisting their engagement and retention – which benefits everybody!



How do they work?

Participants have an annual membership to the group and participants meet monthly for a 90 minute interactive Zoom webinar for 10 months of the year.

There is a designated topic of conversation for each month. For each topic there is;

- Up to 1 hour of preparation work involving reading/viewing, activities and/or questions to discuss with a partner.
- An interactive 90minute Zoom webinar, discussing the designated topic for approximately 60 minutes followed by time for participants to discuss/share their challenges and successes with the group.
- A follow-up email highlighting the key points in the week after the webinar.

When are they held?

The live webinars are held at a mutually suitable time between 7am and 6pm AEST on business days. Attendance at the live webinar is strongly encouraged. The session is also recorded and access is available to the participants only, for 1 month.

We recommend that attendees be given time off in lieu of attendance.

Wouldn't they be better face-to-face?

Maybe. The question is whether they would actually happen if people had to meet at a central point. We have been running groups such as these on-line for the past 2 years and know how to create safety and promote interaction. On-line Zoom webinars are easy to use, convenient and economical.

Face-to-face groups can be arranged in Melbourne and Sydney if you would prefer this medium.

What are the ten topics?

1. Setting yourself up for success
2. The importance of self-care
3. Resilience
4. Stress management
5. Emotional intelligence
6. Ethical decision making
7. Positive communication strategies
8. Sustainable engagement
9. Preventing burnout
10. Setting positive goals

What is the cost?

Individual annual membership = **\$750** + GST

Roll up a group of up to 15 people and the annual membership is **\$7650** + GST.

Interested?

Contact us at info@makeheadway.com.au

