

The logo for the CVM Veterinary Conference consists of four white squares arranged in a 2x2 grid. The top-left square contains a black silhouette of a globe. The top-right square contains a black caduceus symbol. The bottom-left square contains a black cross. The bottom-right square contains a black silhouette of a heart with a white outline.

# CVM Veterinary Conference

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## Creating an Effective Mentorship Program for Early Career Veterinarians

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# Creating an Effective Mentorship Program



How do we implement an effective mentorship program for our early-career veterinarians that meets their needs and leads to long term success?



# Creating an Effective Mentorship Program



Competitive market forces have resulted in nearly all job announcements promoting their “mentorship program.”

However, few are structured to successfully deliver a productive and rewarding experience.



*Proverbs 22:6*

*Train up a child in the way  
he should go*

*And when he is old, he will  
not depart from it.*

# Creating an Effective Mentorship Program



What are the costs of hiring an early-career veterinarian without a good mentorship program in place?

- Longer learning curve
- Poorly developed plan to accomplish your/their goals
- Higher probability that they will QUIT





# Creating an Effective Mentorship Program

## Four Keys to Success

- Identify your core values
- Define what mentorship means to you
- Develop (or buy) an actionable plan
- Interview your potential mentees



# Creating an Effective Mentorship Program

What does the great philosopher, Leslie Higgins, have to tell us about mentorship?

0:56 mark start



*The Light  
shines in the darkness,  
and the darkness has  
not overcome it.*

*-John 1:5*





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