

Transitioning from school to practice can be overwhelming. That's why we've established a two-phase Mentorship program to guide you as a new doctor, during your first two years of practice — because **we're committed to giving you the support you need for success** at Banfield and in life!

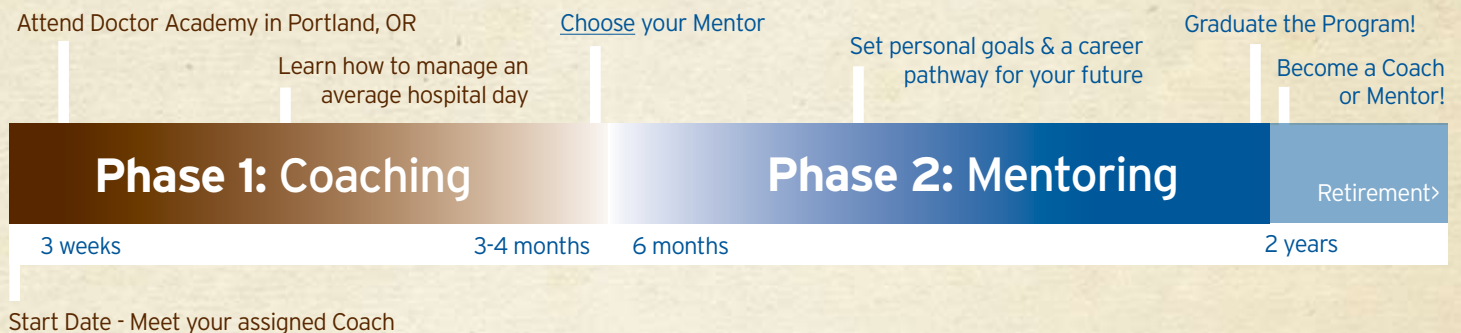
Banfield Mentorship Program

The Doctor Mentorship Program is designed to provide you with the insights, skills and tools to build a rewarding, lifelong career as a veterinarian. We want you to succeed! During the mentor process, you'll gain confidence as a practitioner and develop invaluable skills including:

- Learning key medical, surgical & communication skills
 - Individualized financial strategies for success
 - An introduction to the Banfield culture and mission
 - A path for lifelong success within our practice
- ... and much, much more!

How the Program Works

During your first few months of practice, your assigned Coach will provide one-on-one training on a daily basis. When you feel ready, you will select a Mentor who will be available for guidance and support throughout your first two years at Banfield. *See reverse for details >*



We've established an effective, enriching and rewarding mentorship program for both mentee and mentor, and we won't leave you to sink or swim! In fact, you'll be able to dive right in because we'll help you build the confidence necessary to start practicing medicine and performing surgeries on your own.



Dr. Klaus & Dr. Nelson

Mentoring is a Two-Phase Process...

Phase 1: Coaching

The Coaching phase is a vital piece in the overall mentoring process and provides a crucial foundation for the phase to come. You will be assigned a coach to work with you in your early development.

The coach will:

- Assist you in understanding practice standards, philosophies and expectations
- Aid you in completing defined tasks that will guide you towards successfully managing an average hospital day
- Work one-on-one with you to establish goals
- Review your progress and offer guidance daily

We want this experience to be effective, enriching and rewarding for both you and your coach. To ensure this happens, you may be assigned to a hospital other than your home hospital. Typically, the Coaching phase lasts two to four months, depending on the individual doctor.



You'll receive a comprehensive training manual to help guide you through the learning process.



Mentors & Mentees will have access to our comprehensive web-based mentoring tool.

Phase 2: Mentoring

After completing Phase I (within 6 months of the doctor's start date), you will choose a Mentor. The Mentor will offer experience and wisdom, be a 'sounding board' for questions and concerns and ultimately guide you towards becoming a fully confident practitioner. Your Mentor will also assist you in setting goals regarding:

- Medical and surgical skills
- Career development
- Work/Life balance
- Financial success
- Vision of the practice
- Communication skills

The Mentoring phase typically lasts for two years — but you'll continue to have the support you need when you need it! A team of business and medical professionals at Central Team Support are just a phone call away.



Filling out your weekly task log will make it easy to keep track of what you've learned.

Choosing a Mentor:

A Mentor may be any qualified participating Banfield team member, including your designated coach, a fellow doctor, a medical director or a field director. In fact, any team member who is able to fulfill the responsibilities of a mentor may fill the role.



Jennie & Veronica

For information on career opportunities in your area,
contact us today at 1-800-318-2705
or email careers@banfield.net