THRIVE Cultivating Safe Teams Program

Train-the-Trainer facilitator selection criteria

Industry Experience
- Veterinary professionals with a minimum 5 years of experience in the veterinary industry.
- Familiarity with common workplace challenges, dynamics, and stressors in veterinary settings.

Communication Skills
- Proven ability to communicate complex information clearly and effectively.
- Ability to engage effectively and respectfully with people regardless of their status or authority.
- Experience in facilitating group discussions and engaging diverse audiences.

Commitment to Psychological Health and Safety
- Demonstrated interest or involvement in mental health advocacy, workplace culture improvement, or psychological safety initiatives.
- Understanding of basic mental health principles or willingness to undertake preliminary training in this area.

Interpersonal Skills
- Strong empathy and active listening abilities.
- Ability to foster trust and a non-judgmental environment.

Training Experience
- Previous experience in delivering training, workshops, or presentations.
- Ability to adapt teaching methods to suit different learning styles and environments.

Professionalism and Ethics
- Commitment to confidentiality and ethical conduct during training and delivery.
- Strong reputation for integrity within the veterinary community.

Flexibility and Adaptability
- Willingness to undergo intensive training and adapt to new content and delivery methods.
- Openness to feedback and continuous improvement.
- Ability to adapt and change plans on the fly dependent on clinic circumstances.
- Ability to use various presentation methods dependent on clinic resources.

Technological capability
- Ability to use or learn to use Microsoft PowerPoint, AVA learning management system & Mentimeter.

Availability
- Ability to commit to the required 2-day training sessions (10-11 April 2025), online refresher courses and co-facilitation sessions.
- Willingness to travel if the program involves different workplace locations.