

VBG Crampton Aspiring Business Leader Award

Sponsored by Provet, A Covetrus Company

Recognising emerging leadership in veterinary professionals.

The VBG Crampton Aspiring Business Leader Award aims to recognise individuals who demonstrate notable commitment and potential in the early stages of their veterinary leadership careers. We welcome nominations of individuals from any background, qualification, experience, or perspective who are emerging as leaders, for example within a practice management, supervisory, coaching/mentoring, project or team leadership, or clinically focused Head Veterinary Nurse or Lead Vet role. By recognising and supporting promising leadership behaviours, we aim to nurture positive veterinary business cultures and high-performing teams.

Submission Requirements

To nominate yourself, or a deserving colleague, please submit:

1. **Written Responses:**(200-400 words for each of a., b., and c.)
 - a. **Description of a veterinary business-related initiative that the nominee led.** What was this initiative's rationale, starting point and aim/s? How did the nominee approach the project, and what were their responsibilities? What was the outcome, and how did the initiative benefit the workplace, team, clients and/or patients. Did the nominee learn anything about leadership from this initiative?
 - b. **Reflection on nominee's leadership:** How do you think your team would describe the nominee's leadership? What are the behaviours that contribute to their effective leadership? What does this person do that helps to create a strong and positive culture within their team? You may include illustrative examples and/or feedback received from teams, supervisors or other tools or sources. Also, what's the nominee's current focus for further personal development as a leader?
 - c. **Award Impact:** Tell us why this award appeals. For example, specifically outline how it would assist your nominee in making a meaningful contribution to their workplace and/or the broader veterinary community. In what ways would the award support personal and/or professional growth?
2. **Nominee experience, knowledge, and skills:** Tell us more about your/your nominee: their career, relevant capabilities; qualifications and continuing education; summary of roles and responsibilities; relevant professional memberships; recognition or awards; and anything else you would like to highlight. This could be a dot-point summary, a CV/resume (maximum 3 pages), or links to collated information such as a LinkedIn or other online profile.
3. **Two references:** Please provide two references that specifically address your/your nominee's potential as an aspiring business leader. Referees might include team members, colleagues, supervisors, or mentors who can describe the nominee's leadership qualities, motivation, and any impacts of their leadership. References may be written letters, audio recordings or video testimonials.

Please compile these three elements into a single PDF document for submission. Video and audio recordings may be embedded as links (please check that these work) or attached as files.

Please submit nomination and supporting documents to vbg@ava.com.au

If you have any questions about nomination, please don't hesitate to reach out to vbg@ava.com.au

Essential Criteria:

- Nominees must be a current financial member of the Australian Veterinary Association (AVA) and/or Veterinary Business Group (VBG).

Aspiring Business Leader nominations will be considered by an impartial panel with varied perspectives of veterinary business. An award will be made solely on information within the nomination submission based on demonstrated commitment to leadership, foundational leadership behaviours and attitudes, and potential for growth and impact from the award.

VBG Crampton Aspiring Business Leader Award Prize Includes:

- Provet points voucher valued at \$1500
- Two registrations to the VBG Conference Program (inclusive of socials) in 2026.
- VBG Membership for one year (Membership cycle June 2025 – June 2026)
- A profile of the practice in AVA and Veterinary Business Group's electronic communications
- Award plaque for display
- A chance to present once within the Veterinary Business Group Education Program in 2026 (Webinars, AVA National, VBG Conference Program)