








November Culture Champion Huddle

Building Connection, Celebrating Teams, Driving Engagement

As you join – Please put your Name & Hospital Location in the chat

Culture Champion Initiatives

-  Open Communication – Quarterly pulse surveys.
-  Recognition & Appreciation – Compliments boards, potlucks, and handwritten notes.
-  Professional Development – Access to CE, training, and team learning.
-  Team Collaboration – Community involvement and team-building events.
-  Well-Being Focus – Encouraging health and wellness initiatives.

Q4 Pulse Survey

- Pulse Survey for Q4 – Please complete!
- TOPIC: Culture Champion Year One Reflection
- Sent via Paycom
- Information will remain confidential



CE Opportunities

- Driving Progress with Purpose: Change Leadership in Veterinary Medicine
With Susie Crockett, BS, CVPM
CE – 1 Credit
On-Demand Education – [Link on Knowledge Base](#)
- Hills Global Symposium
Free On-Demand Virtual Education
8.5 RACE CE Credits – [Link on Knowledge Base](#)

Well-Being Focus

- Winter Hydration Challenge
 - Tracker Board
 - Prize
- Wellness Wins Wall
 - Make a fun/creative board with colored Post-it notes to encourage posts...
 - Small wins, Big saves, I handled XX well today, A positive Google Review, or a Team Kudo



Q4 Employee Engagement Budget

- Work with hospital leaders on purchases/expenses
 - Use WellHaven VISA
 - Hospital Leaders will include "Culture Champion/Engagement" in the Business Purpose Field when approving credit card transactions
- \$25 per employee per the two quarters (Q2 & Q4 events)
 - Events/Spending need to happen within Q2 & Q4
 - No combining/rollover
- No company purchased alcohol



“In Hospital” Holiday Party Ideas



- **“Cozy & Cocoa” Break-Room Party**
 - Setup:
 - Crockpot hot chocolate
 - Toppings bar
 - Everyone brings in a tray
 - Activity:
 - Festive Sweater Contest
 - Pet holiday photo wall contest (Client’s Voting Box)

COST: \$30 - \$50

“In Hospital” Holiday Party Ideas

- **“12 Days of Gratitude” (Instead of a Party)**
 - Each day – a micro treat/gift:
 - 1. Bag (put all the gifts in each day)
 - 2. Candy Cane
 - 3. Packet of Hot Cocoa
 - 4. Thank-you note signed by hospital leader(s) and Culture Champion
 - 5. Gloves/Handwarmers
 - 6. Chapstick
 - 7. ... etc.

COST: Will vary based on treat/gifts (\$25 per person)

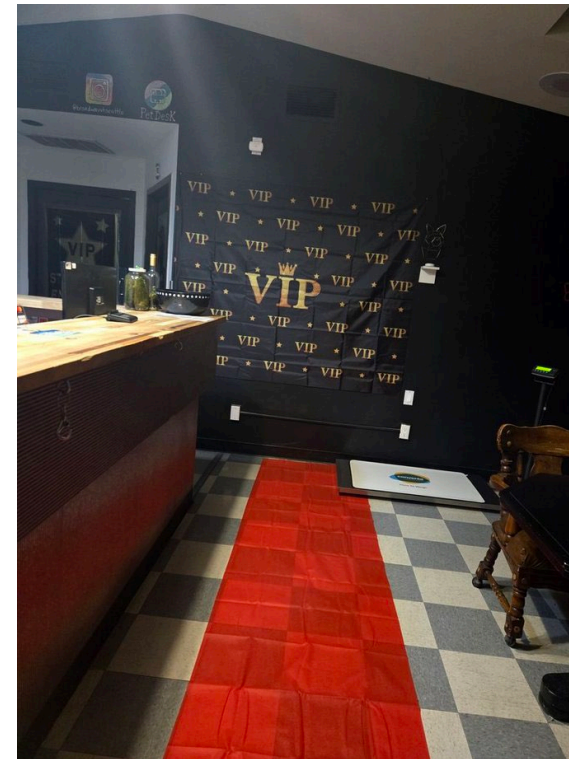
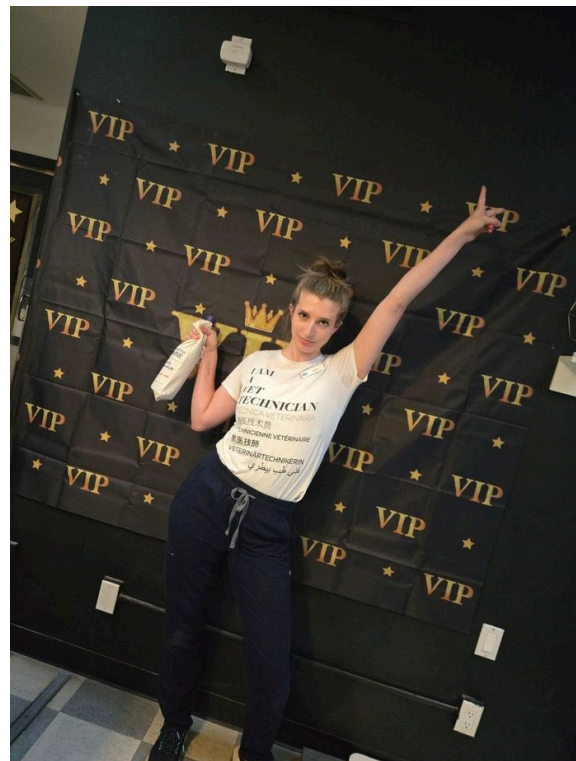
“In Hospital” Holiday Party Ideas

- “Holiday Craft & Snack Hour”
 - Easy crafts:
 - DIY ornaments for hospital tree or to take home
 - Pet pawprint salt-dough ornaments
 - Decorate cookies or mugs
 - Make a winter door sign
 - Everyone brings in their favorite snack to share OR if leftover funds are available with supplies, purchase some yummy items on the hospital card!

COST: Most supplies under \$25 per person

Employee Engagement Event SPOTLIGHT

Vet Tech Week Pictures from Broadway
Veterinary Hospital



Questions?



Remember to share your fun events and activities you are implementing in your hospitals!
Send pictures to HR@WellHaven.com

Thank you for being a Culture Champion!

Next Meeting: Thursday, December 18th at 10:30 am PST | 11:30 am MST | 12:30 pm CST

This is a week early due to the Christmas Holiday!
Calendar Invite will be sent out later today