



December Culture Champion Huddle






Building Connection, Celebrating Teams, Driving Engagement

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

Welcome NEW Culture Champions!

- Lisa Hall Flynn from Aspen Animal Hospital - CO
- Reminder: Practice Managers, these are optional for you to attend. Your Culture Champion should be attending. If you have not submitted who your CC is, please email HR@WellHaven.com with your nominee!

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



- Royal Canin – January CE Calendar
 - Will provide in follow-up email & post in Knowledge Base

1/06/2026	Tuesday	6pm	TECHTALK: Tinkle Tactics: Low Tech Solutions for Small Cystoliths and Micturation Disorders	Patricia L. Secoura, RVT, VTS(SAIM)	1 CE
1/06/2026	Tuesday	7pm	The Vomiting Cat - Probing for Answers in the Older Cat	Jennifer Babineaux DVM, MBA, DABVP (Feline)	1 CE
1/07/2026	Wednesday	7pm	Navigating GI Diagnostics: A Practical Guide to Interpreting Common Laboratory Tests in Veterinary Practice	M. Katherine ("Katie") Tolbert, DVM, PhD, DACVIM (SAIM, Nutrition)	1 CE
1/08/2026	Thursday	7pm	In the Thick of It: Advancing Our Understanding, Diagnosis and Management of Feline Hypertrophic Cardiomyopathy	Joshua Stern, DVM, PhD, DACVIM (Cardiology)	1 CE
1/13/2026	Tuesday	7pm	FLUTD Potpourri, Part 1	Kelly St. Denis, MSc, DVM, DABVP (Feline Practice)	1 CE
1/27/2026	Tuesday	7pm	Frustrating Atopic Dermatitis Patient	Elizabeth Layne, DVM, MS, DACVD	1 CE
1/28/2026	Wednesday	7pm	The Vomiting Cat - Probing for Answers in the Younger Cat	Jennifer Babineaux DVM, MBA, DABVP (Feline)	1 CE
1/29/2026	Thursday	12pm	TECHTALK: Tackling Obesity and Urinary Disease in Cats and Dogs	Georgia Woods-Lee BSc (Hons), RVN, CertCFVHNutrition, VTS (Nutrition)	1 CE
1/29/2026	Thursday	7pm	Feline the Future: Innovations in Diabetes Management	Lacie Lee DVM	1 CE



JANUARY 2026

ALL WEBINARS ARE LISTED IN CENTRAL TIME

*Royal Canin USA will donate 4 pet-meals to GOODES, a Greater Goods Charity, for every one Royal Canin Academy Registration in 2025, up to a limit of 60,000 meals donated. Donation program applies only to US-based registrants.

Well-Being Focus

- Reflection & Gratitude Challenge
 - “What Are You Proud Of?” Reflection Wall
 - Gratitude Shout-Out Jar
- How does this support well-being?



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





Yelm Hospital Spotlight

Our Yelm, WA team came together this holiday season to spread cheer at the local Christmas parade and enjoy a well-deserved team lunch.



Culture Champion Program Lead - 2026

- Meet Rachel Callada, HR Coordinator
- Leading the Culture Champion Program in 2026
- Fresh ideas, creativity, and new energy
 - Focusing on fun initiatives to bring back to teams!
- Q4 Pulse Survey – Reflection of 2025



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, January 29th at 10:30 am PST | 11:30 am MST | 12:30 pm CST

Recurring Huddle will be the last Thursday of every month!

Calendar Invite will be sent out later today