

# 4 Ways to Build a Better Veterinary Team Training Process

## 1 Define the One Way Together

Gather your team and decide on the best way to do a task, whether it's checking in clients or prepping for surgery. When everyone agrees on a shared method, you eliminate confusion and create consistency. That clarity is what allows people to succeed.

## 2 Let People Teach to Reinforce Learning

Teaching is one of the best ways to learn. Assign training responsibilities to experienced staff and involve newer team members in peer-to-peer teaching. They don't need to be perfect—just committed to learning and growing together.

## 3 Create Simple, Supportive Training Resources

People forget steps. A good training process builds in reminders. Create job aids like checklists, step-by-step guides, and FAQs that team members can revisit without hesitation. This reduces stress and keeps progress going.

## 4 Connect Training with Onboarding

Training shouldn't feel separate from the rest of the new hire experience. Use it to build relationships, clarify expectations, and help new team members feel like they belong. When training supports onboarding, both become more effective.

