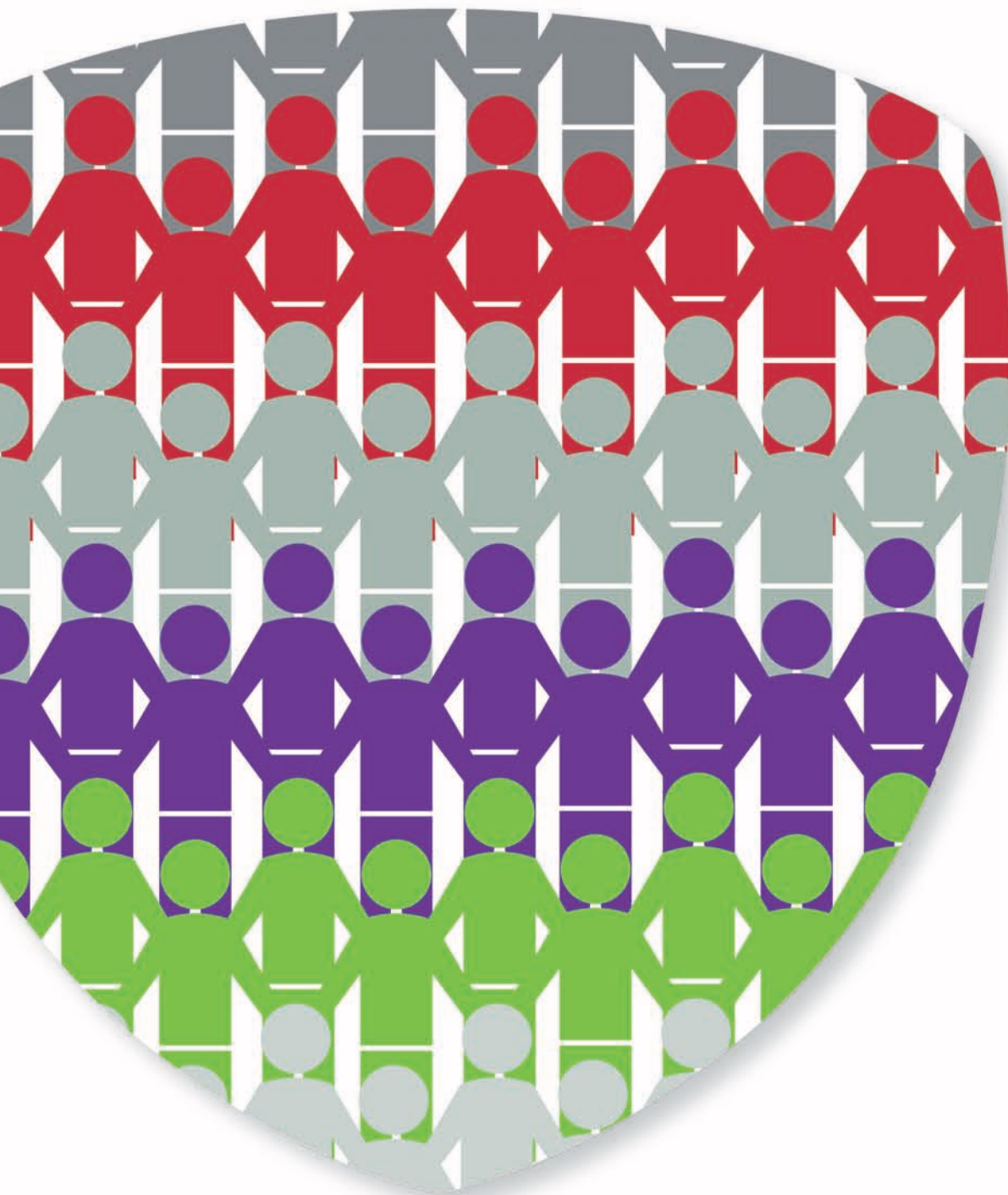


Take control of your future... join the XLVets community

Working together sharing knowledge, experience and skills.



Who are XLVets?

XLVets is a group of independently-owned, progressive veterinary practices that work together to achieve the highest standards of veterinary care.

Members of XLVets work collaboratively sharing knowledge, experience and skills, to achieve excellence in veterinary practice that ensures they deliver a high level of customer care and animal welfare.

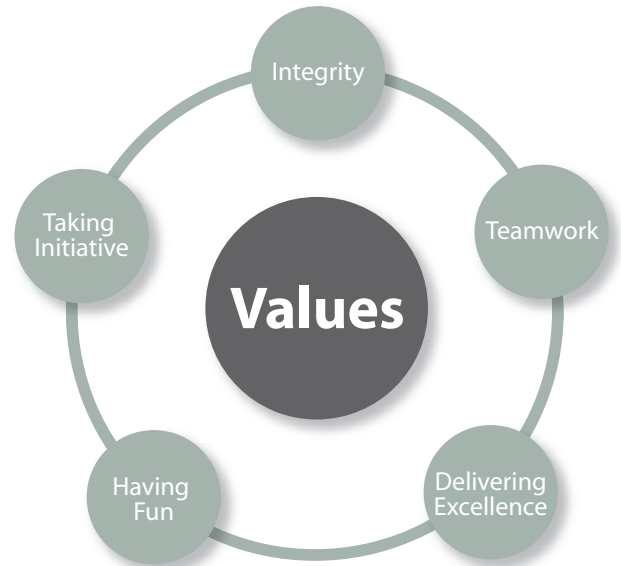
Founded in the UK in 2005, XLVets originated from a group of dynamic predominantly farm animal biased veterinary practices, all of whom worked hard to create what they saw as a model of how individual practices can work successfully in partnership. Following a period of rapid growth, XLVets is increasingly being recognised nationally as a 'quality mark' for veterinary care, not only for livestock, but also in the fields of small animal and equine care. XLVets is now recognised at a global level, with a strong presence in the UK, Ireland and New Zealand.

XLVets members aspire to be part of a successful global community of veterinary networks. By providing a model that supports collaborative working, members have the opportunity to share ideas and learn new skills beyond their regional and country boundaries. Through this collaboration, XLVets members can link research projects together, access the latest cutting-edge technologies and share resource and expertise, with the long-term goal of developing a truly global network of excellence in veterinary practice.

No matter what country, the ethos of the XLVets group is that business ownership, and therefore all decision-making, is in the hands of the clinicians who work within the practice. XLVets exists to ensure that its member practices can leverage the advantages of scale and process management that can be obtained with bigger structures, but not to do this at the expense of absolute control.



Our Values



Our Objectives

- Generate cost-savings and improved business efficiencies for member practices.
- Raise brand awareness for individual vets, member practices and the XLVets group.
- Build a model for strong independent veterinary owned and veterinary-led practices for the future.

XLVets members are actively encouraged to get involved and shape the direction of the business and activities for the group. Member executives are tasked with brainstorming opportunities and challenges and they develop the strategy for XLVets, working with the Board of Directors, that will support member practices to flourish in an ever-changing marketplace.

In order to deliver Excellence in Practice, XLVets practices work with five strategic pillars;

-  **Clinical Excellence**
-  **Growth**
-  **Business Process Efficiency**
-  **People**
-  **Communication and Branding**

Opposite are just a small number of activities that have been developed within each pillar, each country will run specific activities that support their practices. Many ideas are generated by the member practices themselves, which are developed and shaped into a package of support using a combination of internal and external expertise.



Clinical Excellence

- Sharing ideas and experience through meetings, email lists and web-based forums.
- Practice exchange visits.
- A resource library and image gallery.
- Subsidised clinical CPD events.
- Clinical audits.
- Wider networking and learning opportunities with XLVets groups overseas.



Business Process Efficiency

- Purchasing of medicines and equipment.
- Health & Safety provision.
- HR and Employment Law service.
- Credit card payment provision.
- Access to practice vehicles provision and fuel cards.
- Insurance provision for cars and property.
- IT support - website/e-marketing/SMS.
- PrintWorks digital printing portal.
- Laboratory services.



People

- To provide lifelong career support for all staff members.
- Train the Trainer course to support the delivery of clinical CPD and client training.
- People development; customer excellence, first line manager and leadership programmes.
- Practice Management team engagement and collaboration.
- Thriving in Practice - mental health and wellbeing support.



Communication and Branding

- Marketing skills and training.
- National presence at veterinary, farming and equine events.
- Factsheets and promotional materials.
- National client publications - Livestock Matters, Equine Matters, Small Talk.
- Group-wide support of national disease initiatives.
- Being part of a growing international brand, recognised as a 'quality mark' by clients.
- Proactive social media presence.



Growth

- High quality client literature and materials supporting health initiatives.
- National PR through press and social media.
- High quality industry campaign partners.
- KPI benchmarking - financial and clinical.
- Client focused training through recognised brands; FarmSkills and EquineSkills.



Working together to deliver excellence in practice

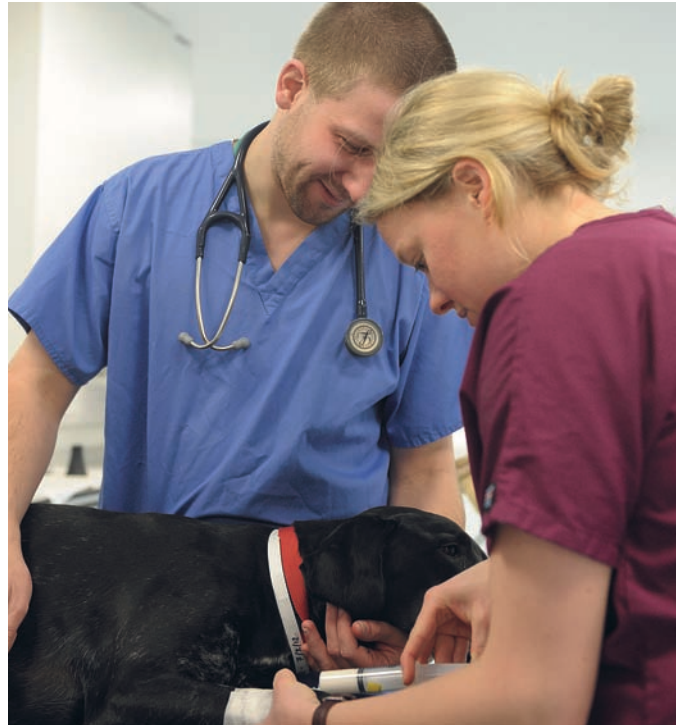


Join our community

XLVets is in a truly unique position to facilitate genuine collaboration between independent veterinary practices. XLVets member practices are veterinary practices owned by vets that employ and consult with business people, rather than business people who employ vets. XLVets seeks to be the first choice for buyers and suppliers to veterinary practices.

We are always looking to recruit new member practices who will compliment our current membership:

- We are looking for proactive, entrepreneurial practices who recognise our changing industry and are keen to ensure we have a thriving profession of veterinary-owned practices.
- We are looking for a positive attitude and a strong commitment for collaboration.
- We are looking for skillsets in delivering clinical and customer excellence and a desire to be the best they can.
- New practices will be willing to engage with the XLVets values.
- New members will be located in an area which is complementary to existing members.



To find out more about XLVets and how your practice can get involved contact the XLVets team local to you:

United Kingdom

Tel: 00 44 1228 711788
Email: admin@xl vets.co.uk
www.xlvets.co.uk

Republic of Ireland

Tel: 00 353 61 381505
Email: office@xl vets.ie
www.xlvets.ie

New Zealand

Tel: 00 64 3 236 6090
Email: markb@xl vets.co.nz
www.xlvets.co.nz

