WSAVA Model roadmap for any country wanting to establish or revitalise a Veterinary Association

WSAVA has Member Associations located in various countries around the world and is continually seeking to support the establishment of new Associations to join its growing global network. Where it is looking to support new Associations or simply to revitalise and develop existing ones, WSAVA has created a roadmap that will lead Associations through a strategy development process to ensure they are able to represent their local veterinary community as effectively as possible.

The roadmap is formed of 3 stages:

1. Stakeholder engagement and assessment
2. Participatory workshops for the development a strategic plan
3. Strategy implementation

Stage 1 – Stakeholder Engagement and Assessment

The first stage is to engage and involve all key stakeholders to ensure they are both presented and included in the strategy development process. Working with key stakeholders, WSAVA would initially aim to develop an in depth understanding of the local situation. This assessment stage would aim to find out whether there is sufficient local interest for this roadmap approach. Whether the local veterinary community has the capacity and/or willingness to bring all stakeholders together and work collaboratively. The assessment stage would provide a top-line summary of the veterinary situation in any given location, the perceived problems, and what outcomes might be desired from forming or revitalising a local Veterinary Association.

Key stakeholders could include:

- Private vets
- Government vets
- Regulatory bodies
- Industry
• Nurses and vet techs
• Para-professionals

Stage 2 - Participatory Workshops for the Development a Strategic Plan

Stakeholder engagement and participation is essential to the roadmap success. Participatory planning with Association (or potential Association) members is the cornerstone of the process. This process focuses on engaging stakeholders in working together to:

• Identify problems
• Develop solutions
• Implement plans
• Monitor and evaluate progress

This would be supported and delivered through a series of facilitated workshops.

The first workshop would provide the opportunity for Stakeholders to:

• Understand the roadmap process
• Create a shared understanding of the problems, challenges and actions currently being undertaken in their local veterinary community
• Examine the role of each stakeholder in relation to the local veterinary situation
• Articulate the actions and behaviours they want to see in their community
• Take action (quick wins, data collection, share knowledge)

The second workshop would build on the work done during and since Workshop 1 and takes it forward by focusing on planning for action. The key outcomes of this workshop are:

• An implementable Action Plan to achieve the strategies that the group has selected for addressing the actions they seek and any changes in behaviour
• Commitments by individuals to implement the Action Plan for respective strategies
• A shared group identity and communication plan

The final workshop helps stakeholders refine the Action Plan they created in Workshop 2, now that they've had time to think about it more deeply and consider aspects they may not have thought about during the compressed time of Workshop 2. In this workshop, participants will:

• Refine the Action Plan (finalize goals, indicators, strategies, and tasks)
• Create a Monitoring and Evaluation (M&E) plan
• Identify resource and training needs and ways to acquire them
• Create a communication plan for both public-facing and group-internal on-going communication
Coming out of Stage 2, the Stakeholders are armed with a shared vision and plan for achieving an effective and collaborative Veterinary Association. However, the transition from having a plan to implementing the plan can challenge even the most passionate supporters. During the transition from planning to implementation is often bringing the commitments made for time, money, and other resources to reality. The WSAVA One Care Facilitator would continue to work with the Association to help monitor the success of the implementation and provide support on behalf of WSAVA where possible.