



co.mpanion

VETERINARY PRACTICES

co.llaborate

Redefining care

Dr Corne dr Bruyn & Sr Michelle Conroy, Shareholders & Team members.
Menlyn Vet Practice | Est. 1991

Be a veterinary practice owner. Embrace leadership. Avoid the admin.

The co.mpanion partnership model gives you the ownership, support and autonomy you need to build your individual practice's legacy inside a growing network.

You can be an empowered shareholder, clinician and leader of your own successful vet practice while avoiding burnout and maintaining your independence.

co.mpanion gives you the platform to:

- improve care through a co.llaborative clinical co.mmunty
- learn the skills required to facilitate personal growth
- leverage the financial strength of our practice network.

Dr Anthea Fleming & Sr Kirsty Pannifer. Shareholders & Team members.
Rivonia Vet Practice | Est. 1995

An alternative to individual ownership and corporatisation.

co.mpanion offers a new model where you can be a shareholder, receive skilled support, and retain your practice autonomy

Owning an independent stand-alone practice can be satisfying but often comes at too big a price. It can be lonely and difficult, and the demands can lead to burnout and disenchantment with the profession. An historic lack of support is contributing to our professionals leaving to work in the wider industry in search of more sustainable lifestyles, or emigrating in search of different opportunities.

Working for a vet or corporate often comes with the loss of shareholding, personal drive and voice – and ultimately

leaves professionals feeling like just a number. It takes away clinical initiative and leadership autonomy and can lead to distrust and resentment.

The veterinary profession has always made clinicians choose between either total independence and isolation OR total lack of ownership and disempowerment. Never before have clinicians had the option of being shareholders while receiving skilled support AND retaining practice autonomy.

Dr Cailin Cunningham, Shareholder & Team member,
Kloof Village Vet Practice | Est. 1991

The co.mpanion model provides clinical owners with 'More success; less time and stress' by offering:

- **Shareholding opportunities:** all clinicians (vets and para-vets) have the opportunity to be shareholders in their own practice (1-5 active clinicians owning the majority of each practice) which has associated financial and self-worth benefits
- **Administrative support and delivery:** co.mpanion operations (co.op) supports shareholders and practices with burdensome admin and regulatory compliance which stops decision fatigue and prevents burnout
- **Autonomy in independent vet practices:** autonomy means the right to make your own decisions which gives shareholders the space to be strategic leaders of their practice
- **A clinical co.mmunlty:** individual clinicians are no longer isolated but rather are part of a clinical co.mmunlty of professional co.lleagues that offers clinical and personal support and advice. As a clinical co.mmunlty there is an opportunity to work towards and build standards of care we can be proud of and stand behind as professionals
- **Skills to grow and develop personally:** vet and para-vet shareholders are upskilled in business and leadership which helps ensure good decisions are made that have a lasting impact in their practices
- **The financial strength of a network:** practices are part of a larger network which offers buying power, operational efficiency and brand recognition

Brian Ngwenya & Delight Chakandinakira. Team members.
Rivonia Vet Practice | Est. 1995

Be a part of redefining veterinary care: join our collaborative network.

co.mpanion has been building a new model for veterinary professionals over the last 5 years.

More than 40 innovators and shareholders have helped build our network to this point. It has been a journey of valuable learnings, and we have come out the other side stronger and more certain than ever that this is the model the veterinary profession needs.

We are looking for growth-minded (personal and business) clinicians who are co.laborative, co.mmitted, entrepreneurial and believe that practices standing together can do more for a profession than those standing alone.

Being a co.mpanion shareholder allows clinicians to meaningfully contribute to the profession they love while successfully balancing a fulfilling career and a dedicated family life. You will have more responsibility for the whole picture and be able to have greater impact. The model needs you to contribute, take initiative and, most importantly, adapt.

Dr Anuschka Smith, Shareholder & Team member.
Rivonia Vet Practice | Est. 1995

Let us build better practice, together.

We believe in growing a co.mmunty of like-minded professionals that work together in a network of independent practices with the aim of 'Redefining Care'.

The model is designed for clinicians who want control of their professional lives, but do not necessarily want to endure all the burdens that owning a practice can entail. It's not for those who need or want control over every decision, neither will it work for those who merely want to clock in and clock out. The idea of being a shareholder means you really care about how the network is doing and are not just there to come in and do a job. If you struggle to ask for help or have a tough time taking others' opinions onboard, then this model may not be the best fit for you.

Open, transparent and straightforward co.mmunication is essential and a strong part of who we are as a model.

The model is for those professionals who want to deliver exceptional clinical care and are able to share in one another's successes.

Let us build better practice, together.

**Our next step is to
develop further and
grow our network with
a set of early adopter
veterinary professionals
and practices.**

We are looking for the next practices to join the network as the next phase of developing and building a clinician-led and owned network.

E-mail us if you interested in discussing opportunities and being part of changing the profession:

ownyourfuture@companion.partners

Message Sr Dale Parrish if you are interested in being added to a list that receives employment or shareholder opportunities.

Whatsapp Dale on +27 78 848 2865