



**S . O . L . E**  
Faculty of Veterinary Science



The University of Sydney



Support  
Partner

# SOLE – What is it all about?

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# Firstly, why are you here? Why have you picked the best Faculty in the University?

- You're a glutton for punishment and hard work?
- It is really close to the bus stop?
- There are three pubs just over the road?
- The staff are weird but a pushover at exam time?



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# No, why are you here really? Why have you picked the best Faculty in the University?

- Animals!
  - You want to work with animals
  - You care for animals
  - You think animals are important for Society
- You want to make a difference!



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# If that is the case, how do you make the difference?

- You acquire knowledge about animals
- You develop technical skills that allow you to work with animals

## BUT WHAT IS MISSING FOR YOU TO MAKE A DIFFERENCE?



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# WHAT IS MISSING FOR YOU TO MAKE A DIFFERENCE?

- To make a difference, you need to influence the behaviour of others
- By doing so you can implement changes for the betterment of animals and Society

## THAT IS WHAT WE CALL LEADERSHIP

# What skills does effective leadership require?

- You still need knowledge
- You still need technical skills

BUT IN ADDITION YOU NEED:

- **Behavioural (interpersonal skills)** to allow you to work with and influence others, to make a difference



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# Let me tell you a story

- Once upon a time there was a young graduate
- Working in an abattoir as a veterinary officer
- He notices a problem with holding cattle before they are slaughtered - stress!
- He can see a solution to the problem, but it will require redesigning the holding yards and lead to a slowing down of how many cattle can be stunned per hour





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# Let me tell you a story

- He is passionate about bringing about the animal welfare change and he has the knowledge and skills to help redesign the holding yards BUT he can't convince the Manager, and the slaughter men resent him
- Surely they want to make the animals less stressed? He can't understand why they can't see the benefit for the animals



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# What did he do wrong?

- To convince people to change you have to listen and understand how it affects them
- The outcome has to be a win-win (get the balance right!). Sometimes compromise is necessary
- In this case, the manager was concerned about the extra cost for yard construction and the slaughtermen were concerned about reduced wages as they were paid per animal
- To convince the manager would have required an assurance that the reduced stress and bruising in the yards which would lead to less meat loss? He might be willing to subsidize the slaughtermen?



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# What am I talking about?

- The need for behavioural (interpersonal/interactive/relational) skills to achieve success.
- They complement other skills.
- Useful to understand how you operate best before engaging in these behavioural skills (self and social awareness)
- Key skills are:
  - Articulating your views (written and oral communication)
  - Active listening (understanding the other person's views and needs)
  - Ability to resolve conflict and reach compromise – win-win**(All the basis for Teamwork and shared leadership)**



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## So, what is this leadership course all about?

- Making you aware of all the skills you need to make a difference for animals
- Practising some of the skills in a non-threatening environment
- Doing all this while having fun
- Finding out more about yourself – Emotional intelligence
- Finding out about others – teamwork is important!



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## Our Motto:

**'Tell me and I will forget, show me  
and I might remember, involve me  
and I will understand'**