

# Solutions, not problems.

With Dr Justin Ward



Dr Justin Ward is a veterinarian and practice owner from the Gold Coast in Australia. He grew up in South Africa where he studied veterinary science before heading to the UK for a 5 years stint of locuming and travelling, eventually putting down roots in Australia. He is now the co-owner of Reedy Creek Vet (<https://www.reedycreekvet.com.au>), a thriving practice that has gone from 1 vet and 1 and a half nurses to 9 vets and 22 staff in a 9 year period, and he served on the Australian Veterinary Association's regional branch committee, including a year as it's president.

*"You do hear this kind of sentiment about - you know, it's just these millennials... Yes, we did it tough, but that's the whole point - what we experienced wasn't good. So why would we want the next generation to go through it?"*

## Show notes

Justin's practice: <https://www.reedycreekvet.com.au>

More about Justin's story: <https://www.boqspecialist.com.au/our-clients/veterinary-professionals/dr-justin-ward>

Multi vet practice vs small practice: <https://www.thebalanceeveryday.com/pros-and-cons-of-working-at-a-corporate-vet-clinic-125562>

What is culture? <https://www.youtube.com/watch?v=H7r5276JQFs>

More culture: <https://www.smestrategy.net/blog/how-to-build-a-culture-that-is-not-about-the-person-leading-it-lessons-from-seth-godin>

On values for your business: <https://www.forbes.com/sites/chriscancialosi/2015/07/20/2-ways-to-ensure-your-corporate-culture-and-values-align/?sh=7dc92a2e6e31>

More on values: <https://blog.deliveringhappiness.com/draw-on-your-business-core-values-as-you-enter-the-brave-new-normal>

AVA workforce forum: <https://www.ava.com.au/workforce/>

A great course for learning how to better value your skills and services: <https://lincolninstitute.com.au/page/edge/>

### **JUSTIN'S FAVOURITE PODCASTS**

Akimbo, with Seth Godin <https://www.akimbo.link>

Australia Lure Fishing Podcast: <https://doclures.com/podcast/>

Tony Robbins: <https://www.tonyrobbins.com/podcasts/>