ADVANCING THE ART OF
SHARED LEADERSHIP

A DACC MODEL IN PRACTICE

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DACC ORGANIZATIONAL PROFILE

Executive Staff

• Director
  • Deputy
  • Adult Programs
    • Operations
      • 3 Animal Care Centers
      • Behavior Program
      • Operations/Health
      • 4 Animal Care Centers
      • Emergency and Animal Cruelty
        Prevention
      • Administration
    • Veterinary Staff of Staff
      • 7 Animal Care Centers
      • Community Health Programs
  • ACC Manager
    • Veterinary
    • Animal Control Officers
    • ACC Attendants
    • Customer Service Manager
    • Customer Service Staff
  • ACC Veterinarian
    • Registered Vet Technicians
  • Behavior Program Manager
    • Senior Behavior/Enrichment Coordinator
    • ACC Behavior/Enrichment Coordinators

DECISION-MAKING DILEMMA

Focus: Business
Mission
Animal Care & Control
Public Safety:
Penalties and Regulations
The Organization
The Board
The Community
The Economy

Focus: Medical
Mission
Animal Health
Prevention
Emergency
The Partner
The Customer
Veterinarian
Medical Practice Standards
One Health Initiative
CONCLUSION: IT’S ALL ABOUT PERSPECTIVE

Perspectives may differ, but the intent to make a difference is common.

Leadership is different from authority.

It is really confusing!!!
FACTORS NEEDED FOR SHARED LEADERSHIP

• TEAMS
  • Clear Sense of Purpose
  • High Level of Social Support
  • Trust
  • Voice

• FORMAL TEAM LEADERS
  • Empowering Leadership
  • Demonstrate Humility
  • Engage in Active Coaching

SHARED LEADERSHIP IN PRACTICE

• Length of Stay Meetings
• Daily Population Rounds
• Pre-Alteration and Fast-Tracking
• Standard of Care Inspection Teams

• Animal Transports/Transfers
• RVT Council
• Sergeants Council
• DACC Pack Leadership Team
THANK YOU!

Resources: