

Vet Voices: A Conversation with Dr. Karen Murphy

A VPP Community Spotlight

As a member of Caring Hands Animal Hospital and Co-Owner of the Bristow, Clarendon, Merrifield, and Rockville locations, Dr. Murphy has been a member of the VPP community since April 2023.

Q: How does VPP's work align with your vision and values?

A: The alignment in values was a big part of the reason why we chose VPP as a partner. My professional journey has been driven by a passion for providing high-quality care to animals and building a strong sense of community in the veterinary field. VPP's commitment to keeping veterinarians in ownership roles and supporting practice growth is in perfect harmony with our long-held goals at Caring Hands Animal Hospital. The core values of VPP – caring, serving, collaborating, and doing the right thing – closely mirror our own values of community, accommodation, reliability, integrity, and teamwork. Our shared belief in these principles has fostered a cooperative and trusting relationship that allows us to continue caring for our staff, clients, and patients more effectively with VPP's support.



Q: How have VPP's mentorship and leadership development programs strengthened your practice?

A: VPP's support programs have played a vital role in strengthening our practice and empowering young doctors throughout the Caring Hands network. As practice owners, it was crucial for us to ensure the successful transition of new associates into ownership roles while also supporting established owners in their pursuit of leadership and practice growth.

VPP's innovative approach not only provided mentoring for new practice owners but also introduced the concept of using bonuses to facilitate ownership transitions. This idea allowed us to offer a unique opportunity for our associates to buy into the practice. Across all Caring Hands locations, this strategy achieved an impressive 75 percent buy-in rate, demonstrating the success of VPP's out-of-the-box solutions. Their approach has not only strengthened our practice but has allowed us to make the partnership transition as smooth as possible, while elevating 21 associate doctors to equity partners.

Q: What has veterinary practice ownership meant to you over the years?

A: Veterinary practice ownership has been an integral part of my professional journey and personal fulfillment. My passion for the field drove me to become a veterinarian – and eventually, a practice owner. Owning and managing multiple Caring Hands locations has allowed me to make a positive impact on the well-being of animals and pet owners in our community. It has given me the opportunity to establish and uphold a set of core values that are deeply rooted in our practice's culture.

More importantly, practice ownership has enabled me to foster a sense of belonging and support for my associates, practice managers, and staff, empowering them to grow both personally and professionally. It has been a rewarding journey to ensure that the principles and values that are dear to us are passed on to the next generation of veterinary professionals.