

5 PHASES

OF VETERINARY LEADER DEVELOPMENT



Choice

We first ask questions, generate discussions, and create an experience that helps potential leaders decide what kind of leader they want to be before telling them what to do to get there.



Capability

At this point in the process we break open concepts like behavior change, culture, coaching, accountability, communication, engagement, and influence.



Competence

Like anything that we aren't already good at, leadership takes practice. This is often the hardest part of the process because people are often afraid of "practicing" leadership and failing.



Mastery

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Multiplication

At this stage, leaders start to affect a practice beyond what they, themselves, can accomplish. They become so adept at leading others that they can articulate, organize, and teach others how to lead as well.