

# 3 Steps to Create Change in Your Veterinary Practice

## 1 Clarify Where “There” Is

It is easy to focus what's not working, but it's more important to define what the future should look like. Every leader should be able to describe this “destination” in detail to themselves and to their employees. Only when this place is defined, can you move towards that new, better version of your practice.

## 2 Examine Your Culture

Practice leaders often think about needed changes to the structure, talent and strategy. Unfortunately, those things will not transform a practice unless you change the culture as well. Many leaders don't even consider culture, because they are unsure of how to change it. It's easy to focus on things that are simple to measure. But those things may be far less responsible for practice success.

## 3 Focus on Leadership Inputs

If you want engaged employees and more accountability throughout your practice, what should you do differently as a leader? Employee behavior is directly influenced by the way leaders think and act. It's a simple truth that if you change the way you lead, people will respond differently.

