

3 WAYS TO MEASURE LEADERSHIP

ON YOUR VETERINARY TEAM

1 EMPLOYEE ENGAGEMENT

There are some practice managers who get great financial results for a few years while killing the engagement and morale on their team. But, teams of fully engaged employees are more productive, more profitable, and more sustainable. Measure the engagement of the people on any leader's team on a regular basis

2 TALENT GROWTH

Every manager should have a talent map that shows the performance and potential of every employee. It should include their individual performance, development goals, and their progress over time against these things. If people stay where they are on the talent map, that's not leadership.

3 SUCCESSFUL PROMOTIONS OR PROGRESS

As leaders our job is not just to help people perform their current set of duties well. It's also to push them, challenge them, and help them build the capability needed to perform well at the next level. Is there a track record of how someone has improved their own and others' capability until they were ready for the next level?



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