

# 3 Steps to a Better Next Year in Your Veterinary Practice



When you spend your whole year reacting, you survive but you don't build anything. Year-end is a natural pause, an opening to step back and lead with intention instead of impulse. These three steps help you close the year by reflecting on what actually mattered, assessing where your team stands, and planning your leadership calendar before the new year plans it for you.

## Step 1: Reflect on Your Year

Look back at what was sustainable, not just what you survived. Ask yourself where your team is genuinely stronger because of how you showed up, and where you just put out fires that could reignite tomorrow. Clarity about what worked and what didn't is where better leadership starts.

## Step 2: Assess Your Team's Engagement

For each person, consider their real strengths, what would make them more successful, and what they want to accomplish next year. If someone is heading into the new year thinking "I'll just put in another year," that's a problem worth addressing now. One year repeated ten times isn't the same as ten years of growth.

## Step 3: Plan Your Leadership Calendar

If it's not on your calendar, it's not real. Before next year fills up with fires, block time for the leadership work that matters: huddles, one-on-ones, team conversations, your own planning time. The fastest way to stay reactive is to hope you'll find time for intentional leadership later.

