

How to Make Leadership Intentional

In Your Veterinary Practice

Put it on your calendar

Leading others shows up as conversations, check-ins, and coaching moments. Those things can be scheduled. When they're not, they get pushed aside by whatever feels urgent. Even fifteen minutes with a team member who's growing into a bigger role can shift the trajectory if it's consistent.

Have a coaching process

Before every coaching conversation, ask yourself: Do I know this person's goals? Am I helping them think, or just handing them answers? Am I tracking their progress over time? Those questions, asked consistently, create more development than most formal programs ever do.

Measure what matters

You can track who's growing, which conversations lead to visible progress, and whether you're following through on the development work you planned. A simple weekly self-check takes two minutes and builds the kind of awareness that changes how you lead every other hour of the day.

