

# 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.

