



What Transparency Actually Looks Like in Veterinary Leadership

It's not about protection

Your team already knows when things are hard. Acting like everything is fine doesn't protect them. It creates distance.

Small admissions, not confessions

Being human doesn't mean oversharing. It means saying things like "I'm figuring this out too" when your practice is adjusting to something new.

Asking creates ownership

Asking your team for help isn't a sign of weakness. It's how you shift people from compliance to real ownership.

Honesty is contagious

Saying "I don't know, but let's figure it out" gives everyone else permission to be honest. That's where real problem-solving starts.

Not a checklist

Transparency isn't a strategy you implement. It's a willingness to be the kind of leader your team doesn't have to guess about.

