Why Bad Leadership Works

in Your Veterinary Practice

Bad leadership produces short-term results.

Managers who use fear and control often hit their numbers. Practices reward those results without examining how they were achieved. That is what makes this pattern so hard to break.

Compliance is not the same as commitment.

When people comply out of fear, they do the minimum. They follow instructions but bring no ideas, energy, or ownership. Only commitment grows a practice, and commitment requires a leader worth following.

Your best people demand better.

Great performers know that the right leader will make them even better. When they do not find that, they look for a practice where they will. The heavy-handed leader ends up with a team that has decided doing just enough is good enough.

What would change in your practice if your leadership approach attracted the best people?

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