

Effective Leadership Through Helping, Not Telling

In veterinary leadership, telling your team what to do doesn't always result in lasting change. A more effective approach involves helping your veterinary team take ownership of their goals and actions. By shifting from telling to helping, you can foster a culture of engagement, collaboration, and sustainable success.

Telling Isn't Always Effective

While telling sometimes seems to work, it often doesn't create lasting change. The key is understanding when people are truly ready to listen.

When Is Someone Ready for Help?

People seek help when they want something different but aren't sure how to achieve it. Asking about their goals opens the door to effective guidance.

The Problem with Chasing Compliance

Compliance with someone else's goals rarely leads to high performance. Without ownership, team members won't fully commit to their work.

Create Ownership in Teams

Shift conversations from tasks to goals. Ask team members about their vision and how you can support them in achieving it. This encourages thoughtful, long-term success.

Lead by Fostering Future-Focused Thinking

Help your team envision their desired future and work with them to create a path. When people own their choices, they achieve more sustainable, high-level results.

