

PRACTICAL TIPS FOR A COLLABORATIVE APPROACH IN VETERINARY LEADERSHIP

1 EMBRACE VULNERABILITY

Accept that you don't have all the answers. Cultivate a culture where questions and uncertainties are seen as opportunities for growth—not as weaknesses. This openness sets the stage for creative problem-solving and continuous learning.

2 SCHEDULE REGULAR MEETINGS

Establish consistent, scheduled meetings with your entire team as well as individual check-ins. These sessions are essential for maintaining open lines of communication and building trust. Regular dialogue helps keep everyone aligned and encourages the free exchange of ideas.

3 SET REALISTIC EXPECTATIONS

Remember that building a collaborative culture takes time. Early challenges are normal—persistence and consistency are key. Allow your team the space to adapt and grow together, and don't be discouraged by initial setbacks.

4 EMPOWER YOUR TEAM

Develop systems that enable your staff to propose, lead, and execute their own ideas. Empowerment builds confidence and fosters innovation, ensuring that the best solutions come from collective expertise.

5 REFLECT ON YOUR LEADERSHIP STYLE

Regular self-assessment is crucial. Evaluate whether you are leading through influence or slipping back into control-based habits. Use these reflections to continuously improve your approach and better support your team's development.

