

# Welcome to Power of 10!

## The Concept

Power of 10 is an ISVMA initiative designed to help recent graduates develop fundamental skills in leadership, communication and business. **This year, we will also be providing the opportunity for mid-career DVMs (8-25 years from graduation) to strengthen these skills—presentations will be targeted to the needs of each career group.** It also provides each participant with 20 hours of continuing education (four hours per session) at NO COST!

## How It Works

Ten participants for each of the two groups—recent graduates and mid-career veterinarians--will be selected from the applicant pool to participate in the Power of 10 leadership academy. Participants will join a network of peers in a series of learning experiences that commence in September 2018 and culminate in April 2019. Power of 10 is a pathway to help veterinarians answer questions like:

- *I emerged from veterinary school and am in practice—but how can I get a better grasp on what makes me tick? How do my goals change as my career progresses?*
- *Now that I have a technical staff, how can I form, manage, and lead an effective team?*
- *Who am I in the bigger picture, and what can I give to my family, my community and my profession that will be my legacy?*
- *How do I plan for my financial future, and that of my practice?*

The Power of 10 class creates a sense of community and participants build lasting bonds with other members of the leadership academy class. Teambuilding activities with each session help promote these relationships.

In-person learning experiences are scheduled to minimize the impact on working hours—and the entire program is designed to garner support from practice owners and managers who recognize their key responsibility in developing human resources.

## The Cost

Participants will receive full tuition scholarships to the program. ISVMA will provide a meal, coaches and the curriculum team for each learning experience. Participants are responsible for their own lodging, if needed, and for transportation to all programs. Limited gas and lodging scholarships may be available.

## Key Benefits

Through the Power of 10, participants will:

- Develop a fundamental understanding of leadership skills and emotional intelligence
- Deepen comprehensive communications styles
- Acquire skills to become the leaders they envision themselves to be
- Gain the competency to utilize these skills within their lives, practices and communities
- Acquire critical skills to intensify business acumen
- Improve their understanding of personal and business finance
- Experience a supportive environment that fosters meaningful interpersonal relationships and collaborative, lifelong interactions
- Heighten self-awareness and better understand how to maximize interactions with those around them





### Past Presenters:

Colleen Lewis, DVM  
Linda Ellis, DVM  
John Ehrhardt, DVM  
Julie Black, CVT  
Lydia Gray, DVM, MS  
Steve Dullard, DVM, DABVP  
Gail Golab, DVM, PhD  
Kendall Houlihan, DVM  
Maureen Mulhall  
Debbie Lakamp, CAE  
Michelle Gundlach, DVM  
Tim Wefler, MA  
Drew Davis, CFA  
David Lane, DVM  
Lynette Hemker, DVM  
Clyde Dunphy, DVM  
Sandra Faeh, DVM

## Power of 10 Sample Curriculum

Curriculum will be targeted to each group's years in practice.

**Teamwork Focus:** Insights training, team challenge courses; chain of command/workplace leadership; Power of 10 project planning

**Wellness Focus:** Conflict management, intergenerational communications, compassion fatigue, work-life balance

**Career Focus:** Goal setting, networking, human resources, performance goals/reviews, interviews/contracts; career changes

**Finance Focus:** Clinical/staff productivity, personal finance, professional liability

**Advocacy Focus:** Organized veterinary medicine, Veterinary Practice Act, legislative advocacy, animal welfare/media relations

### Schedule 2018

**Sept. 9-10:** Pere Marquette Lodge  
**Oct. 17:** Miller Park Zoo (Bloomington)  
**Dec. 4:** Willowbrook

### Schedule 2019

**Feb. 5:** Allerton  
**April 10:** Springfield

### How Do I Sign Up?

Get your practice to commit to supporting your involvement in this initiative since it means you will be away from work to attend these important sessions. Remind the boss, you will be receiving 20 hours of CE!

The application process for the 2018-19 Power of 10 Leadership Academy will close **July 20, 2018.**

*This program is intended for both veterinarians who have graduated in the last seven years as well as those who have been in practice for 8-25 years; other candidates may be considered based on the number and quality of applicants so please complete the process if you are interested in becoming a Power of 10 graduate. Preference will be given to DVMs who have not yet participated in the program. All applicants must be ISVMA members.*