

Montana Veterinary Medical Association Power of Ten Leadership Program

The *Power of Ten* Leadership Program is a MVMA initiative designed to cultivate leadership capacity in recent graduates (graduated between 2012 and 2019) and provide learning experiences that will enrich the individual and benefit the individual's practice, community, and profession. It is designed to help recent graduates develop foundational skills in leadership, communication, and business.



Ten participants will be selected from the applicant pool to participate in the MVMA Power of Ten leadership academy. Veterinarians from any practice type or career path are invited to apply. Participants will join a network of peers in a series of learning experiences that commence in June 2019 and culminate in the Spring of 2020. Power of Ten is a pathway to help recent graduates answer questions such as:

- I emerged from veterinary school and I'm in practice -- but how can I get a better grasp on what makes me tick?
- 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?

Participation in the Power of Ten class creates a spirit of community and participants build lasting bonds with other members of the leadership academy class. 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 who recognize their key responsibility in developing human potential. Participants will also have the opportunity to participate in webinars and other special offerings exclusive to the Power of Ten.

Dr. Mark Albrecht, MVMA director, and Dr. Katie Rein, past President of the MVMA, are the curriculum coaches. They will be assisted by subject matter experts, veterinary mentors, and certified facilitators in helping Power of Ten participants grow through in-depth, high-impact learning experiences.

There is no tuition fee for this program. MVMA will provide coaches and the curriculum team, the meeting room facilities and the CE. Participants are responsible for their own food and lodging if needed and for transportation to all learning experiences.

Key Benefits

- Develop fundamental understanding of leadership skills and emotional intelligence.
- Deepen comprehension of communication styles and skills.
- Acquire critical skills to intensify business acumen.
- Gain the competency to utilize these skills within one's life, practice, and community.
- Heighten awareness of one's self and better understand how to maximize interactions with those around you.
- Develop a vision of the leader you can be -- and what it takes to become that leader.
- Experience a supportive environment that fosters meaningful interpersonal relationships and collaborative, lifelong interactions.

2019

Tuesday, April 30: Application deadline

Thursday, June 20: Skills Lab and Welcome to MVMA at Fairmont Hot Springs

- Personal Effectiveness & Communications: Insights Discovery personality training generously sponsored by Elanco Animal Health
- Attend MVMA Executive board meeting

Friday – Sunday, September 13-14: Retreat (Location TBD)

- Leadership (including self-management, goal setting, emotional intelligence and conflict management)

2020

Thursday, January 23: Bozeman

- Financial wellness/business

Spring meeting TBD: Webinar or in person

Webinars, additional in-person events and conference calls will be determined during the first meeting. We will plan to connect monthly via remote access (conference call, webinars or private Facebook group)

How do I sign up?

- To derive the most benefit from the program, your attendance is expected at all Power of Ten meetings. Get your practice owner's commitment to support your involvement in this initiative since it means you will likely miss a few days of work for these important sessions. See dates listed above.
 - Complete the application form and submit it by **April 30, 2019**. You will be advised of selection outcomes in mid-May.
 - Send your completed application to Charlotte Lauerman:
clauerman@montana.com
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** This program is intended for veterinarians who graduated within the last seven years; other candidates may be considered on their level of interest.
Enrollment is limited to 10 MVMA members per year.*