

# POWER OF TEN 10

## CLASS OF 2018



# Leadership Academy

### THE CONCEPT

Power of Ten is a TVMA initiative designed to help recent graduates\* develop foundational skills in leadership, communication, and business.

### HOW IT WORKS

Ten participants will be selected from the applicant pool to participate in the Power of Ten leadership academy. Participants will join a network of peers in a series of learning experiences that commence in February 2018 and culminate in February 2019. Power of Ten is a pathway to help recent graduates answer questions like:

- 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?"

We anticipate that the Power of Ten class will also create a sense of community and participants will likely build lasting bonds with other members of the leadership academy class.

### KEY BENEFITS

Through the Power of Ten, you will:

- 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 your life, practice, and community
- Heighten awareness of yourself and better understand how to optimize 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, life long interactions
- Build a strong network within the Tennessee veterinary community

*\* This program is intended for veterinarians who graduated within the last 10 years; other candidates may be considered based on their level of interest. Enrollment is limited to 10 TVMA members per year.*

### FULL SCHOLARSHIPS

Participants will receive full tuition scholarships to the TVMA Power of 10 Leadership Academy. TVMA will provide a mentor, and the curriculum team, and facility and food for gatherings. Participants are responsible for their own lodging if needed and transportation to all learning experiences.

### PROGRAM ELIGIBILITY

The Power of Ten program is intended for veterinarians who graduated within the last 10 years; other candidates may be considered based on their level of interest. Enrollment in the program is limited to 10 TVMA members per year. Members that meet this criteria will be selected on a first come, first serve basis.



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## CURRICULUM AND TIME COMMITMENT

In-person learning experiences are scheduled to minimize the impact on working hours, though the program schedule does include events on nine full work days. A full description of the curriculum can be found online at [tvmanet.org/power-of-ten](http://tvmanet.org/power-of-ten).

## PRELIMINARY SCHEDULE

### 2017

- November 1, 2017 - Registration for applicants open
- December 15, 2017 - All applications due to TVMA
- January 15, 2018 - All applicants notified of acceptance to program.

### 2018 MCVK Kick-off - at MCVK, Murfreesboro, TN\*

- February 23, 2018 - Power of Ten introduced at Past President's Luncheon
- February 23, 2018 - Power of Ten Meet and Greet Dinner
- February 24, 2018 - Insights Personality Awareness Workshop (facilitated by Dr. Heidi Hulon, Elanco)
- February 24, 2018 - Power of Ten introduced as 2018 Class at MCVK Awards Banquet
- February 25, 2018 - Well Being Bootcamp - Dr. Jennifer Quamman and Ryan Smith of High Performance Living

### 2018 Tentative Curriculum - (events listed below are full-day unless otherwise noted)

- April 2018 - Specific Date TBD - What Makes an Effective Leader
- June 2018 - Specific Date TBD - Webinar - Planning for the Future - Legal Issues and Buying a Practice
- August 2018 - Specific Date TBD - New Ways of Looking at Stress: Avoiding Burnout
- October 2018 - Specific Date TBD - Communication Workshop
- December 2018 - Specific Date TBD - Media Training - Managing Social Media, Bad Reviews and Interviews (Webinar)

### 2019 MCVK Graduation - at MCVK

- February 2019 - Specific Date TBD - Class of 2018 will meet and greet the Class of 2019
- February 2019 - Specific Date TBD - Class of 2018 Graduation at MCVK Awards Banquet
- February 2019 - Specific Date TBD - Individual videos created to share the POT experience
- February 2019 - Specific Date TBD - Round Table Discussion - Positive aspects and opportunities for improvement.

*\* Dates are tentative and subject to change. Applicants are not required to register for MCVK in order to take part in the Power of Ten programs at MCVK.*

## ATTENDANCE

Attendance at all events is expected and very important for your educational experience throughout the program. Every effort should be made to attend all events.

## HOW TO APPLY

The application process for the 2018 class opens November 1, 2017. All applications are to TVMA by December 15, 2017. To apply online or download an application, visit [tvmanet.com/power-of-ten](http://tvmanet.com/power-of-ten).

## QUESTIONS?

Contact Heather Vaughn at 931.438.0070 or [vaughnheatherb@gmail.com](mailto:vaughnheatherb@gmail.com)

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### **POWER OF TEN MENTOR**

Dr. Jeremy Keen, the Power of Ten Mentor for 2018, has been recognized for his leadership, communication, and business skills. He will be assisted by a team of subject matter experts, veterinary mentors, and certified facilitators in helping Power of Ten participants grow through in-depth, high-impact learning experiences.



#### **JEREMY KEEN, DVM**

Dr. Keen graduated from Mississippi State University in 2009. He currently practices in the Memphis area and his special interests include preventive medicine, Canine and Feline internal medicine, nutrition, and organized veterinary medicine. In 2014, Dr. Keen served as TVMA's Emerging Leader at the AVMA Veterinary Leadership Conference and was chosen as a member of the 2014-2015 AVMA's Future Leader's Program. He also serves as the current Member-at-Large West on the TVMA Executive Board, as well as, member of the AVMA Early Career Development Committee.

### **TALKING WITH YOUR EMPLOYER**

The Power of Ten program is designed to garner support from practice owners who recognize their key responsibility in developing human resources. Because participating this program means you will likely miss nine days of work for these sessions, it is important that you speak with your practice owner and obtain his or her support.

When talking with your employer, you may want to highlight the benefits that your participation will have not only for you, but your practice. Here is some information that may be helpful.

### **BENEFITS TO THE PROFESSION AS A WHOLE**

In a recent poll of current and past Power of Ten participants across the United States, 92% of respondents reported holding leadership roles within the veterinary community. Power of Ten graduates from across the country are currently serving as their state's VMA President-elect, Chapter Representative, and/or serve on several community and non-profit boards. That's just a small sample of how Power of Ten graduates are making a difference in veterinary medicine.

### **BENEFITS TO THE PRACTICE**

Power of Ten helps recent graduates develop their skills as leaders within their own practice. Throughout the program, participants gain tools that empower them to better manage teams, more effectively communicate with clients and colleagues, and become a resilient member of the veterinary team. Since graduating, many Power of Ten alumni have taken on greater roles within their practices, becoming practice owners, medical directors, and chiefs of staff.

### **CE AT NO EXTRA COST TO THE PRACTICE**

In addition to the critical life skills gained through Power of Ten, participants also have the opportunity to earn a number of continuing education credits at no additional cost, with the exception of travel expenses. Participants can earn approximately 20 hours of continuing education.

### **ADDITIONAL RESOURCES**

On the TVMA website, you will also find a letter to employers from TVMA CEO-designate, Diane Matt. Please feel free to provide your employer with this letter as well.