

POWER OF TEN 10

CLASS OF 2019



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.com/power-of-ten.

PRELIMINARY SCHEDULE

Registration Deadlines

November 15, 2018 - Registration for applicants open
December 28, 2018 - All applications due to TVMA
January 11, 2019 - All applicants notified of acceptance to program.

2019 MCVC Kick-off - at MCVC, Murfreesboro, TN*

February 22, 2019 - Power of Ten introduced at Past President's Luncheon
February 22, 2019 - Power of Ten Meet and Greet Dinner
February 23, 2019 - Power of Ten introduced as 2019 Class at MCVC Awards Banquet
February 24, 2019 - Insights Personality Awareness Workshop (facilitated by Dr. Heidi Hulon, Elanco)

2019 Tentative Curriculum* - (events listed below are full-day unless otherwise noted)

March 2019 - Well Being / Mindfulness
May 2019 - Effective Leadership
July 2019 - Webinar - Financial Leadership
September 2019 - Stress Management
October 2019 - Communication Workshop
December 2019 - Webinar - Managing Social Media, Bad Reviews and Interviews

2020 MCVC Graduation - at MCVC*

February 2020 - Specific Date TBD - Class of 2018 will meet and greet the Class of 2019
February 2020 - Specific Date TBD - Class of 2018 Graduation at MCVC Awards Banquet
February 2020 - Specific Date TBD - Individual videos created to share the POT experience
February 2020 - 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 MCVC in order to take part in the Power of Ten programs at MCVC.*

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 2019 class opens November 15, 2018. All applications are due to TVMA by December 28, 2018. To apply online or download an application, visit tvmanet.com/power-of-ten.

QUESTIONS?

Contact Heather Vaughn at 931.438.0070 or vaughnheatherb@gmail.com

Leadership Academy

POWER OF TEN MENTOR

Dr. Julie Buford, the Power of Ten Mentor for 2019, was recently appointed to the TVMA Executive Board as a Member-at-Large representing Middle Tennessee and AVMA's Council on Veterinary Services!



JULIE BUFORD, DVM

Dr. Buford graduated from Auburn University College of Veterinary Medicine in 2008. She currently practices in the Nashville area and her special interests include surgery, dentistry, emergency medicine, business management, women's veterinary leadership development and mentoring. In 2018, Dr. Buford was a participant of the Power of Ten Leadership Program and served as one of TVMA's Emerging Leaders at the AVMA Veterinary Leadership Conference in Chicago, IL.

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 in 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 President, Dr. Russell Reel. Please feel free to provide your employer with this letter as well.