The **Power of 10** Leadership Program is an initiative designed to cultivate leadership capacity in recent graduates (graduated between 2016 and 2023) 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 are selected from the applicant pool to participate in the Power of 10 leadership academy. Veterinarians from any practice type or career path are invited to apply. Power of 10 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 10 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.

Curriculum coaches include Dr. Katie Rein, Dr. Beth Blevins, and Dr. Mark Albrecht. They will be assisted by subject matter experts, veterinary mentors, and certified facilitators in helping Power of 10 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 and meeting room facilities. 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 oneself 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.
2023-2025 Timeline & Activities

- December 20, 2023 – Application Deadline
- December 29, 2023 – Notification of incoming class members
- January 25, 2024 – Program kickoff in conjunction with MVMA Winter Meeting – Best Western Plus GranTree Inn, Bozeman.
  - Personal Effectiveness, Communications Insights, Discovery Personality Training – Sponsored by Elanco Animal Health
- June 27-29, 2024 – Seminar in conjunction with MVMA Summer Meeting – Heritage Inn, Great Falls. Specific details to be determined.
- Early 2025 – Legislative & Leadership Event in conjunction with Montana Legislative Session, Helena.

**Please note, once the class is selected and meets in January, additional in person and virtual or small group regional events may be planned according to class preferences.**

Application Process

To derive the most benefit from the program, your attendance is expected at all Power of 10 activities. You are encouraged to secure your practice owner’s commitment to support your involvement in this initiative, as it means you will likely miss a few days of work for these important sessions.

Complete the application form and submit it by December 20, 2023. You will be advised of selection outcomes by December 29.

Send your completed application to MVMA Association Coordinator Beth Emter, bemter@montana.com.

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