



### **The Concept**

*Power of Ten* is a CVMA 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 October 2017 and culminate in September 2018. *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, lifelong interactions
- Build a strong network within the Colorado veterinary community

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

### **Full Scholarships**

Participants will receive **full tuition scholarships** – PLUS complimentary registration to CVMA Convention, where P10 graduates will be recognized.

CVMA will provide coaches and the curriculum team, food for gatherings, and will cover two nights lodging for the Skills Lab held Oct. 6 – 8.

With the exception of the Skills Lab (Oct. 6 - Oct. 8) participants are responsible for their own lodging if needed. Participants are also responsible for transportation to all learning experiences.

### **Program Eligibility**

The *Power of Ten* program is intended for veterinarians who graduated within the last 7 years; other candidates may be considered based on their level of interest.

Enrollment in the program is limited to 10 CVMA members per year. If selected, participation **requires a Premium or Core membership in CVMA.**

## 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 [colovma.org/power-of-ten](http://colovma.org/power-of-ten).

### Preliminary Schedule *(events listed below are full-day unless otherwise noted)*

#### 2017

- **Sun. July 23**  
Welcome Potluck with *Power of Ten* alumni (families invited) - afternoon only
- **Fri. October 6 – Sun. October 8**  
Skills Lab | Personal Effectiveness, Leadership, and Communications
- **Fri. October 20 – Sat. October 22**  
BIG Ideas Forum | Fall

#### 2018

- **Thurs. January 25**  
Skills Lab | Financial Health
- **Thurs. February 15**  
Skills Lab | The Art of Advocacy
- **Fri.—Sat. in March or April** (dates TBD)  
BIG Ideas Forum – Spring | Topic TBD
- **Thurs. April 19 \***  
Skills Lab | Media and Crisis Communication
- **Thurs. June 28 \***  
Skills Lab | Advanced Communication Approaches to Crucial Conversations, Compassion Fatigue, and Self-care
- **Sun. July 22 \***  
Potluck with *Power of Ten* alumni (families invited) - afternoon only
- **Thurs. August 23**  
Skills Lab | Reality Roundtable: A No-holds-barred Discussion
- **Thurs. September 20 – Sun. September 23**  
CVMA Convention 2018 | *Ignite!* Presentation and Graduate Celebration

\* *Dates are tentative and subject to change*

## How to Apply

The application process for the 2017-2018 class opens May 1, 2017 and closes June 9, 2017. To apply online or download an application, visit [colovma.org/power-of-ten](http://colovma.org/power-of-ten).

## 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.

### **Attendance is required without exception at the Skills Lab held October 6-8.**

While families may be included at some events, families are not included at this event and you will be committed all day for the three days of this event.

Please note that with the exception of the October 6-8 Skills Lab, you will be responsible for your own hotel accommodations if needed to attend other events.

## Questions?

Contact Katie Koch at 303.539.7273 or via email at [katiekoch@colovma.org](mailto:katiekoch@colovma.org)

**The *Power of Ten* Coaches**

Dr. Jeff Fankhauser and Dr. H Howells – two CVMA members recognized for their leadership, communication, and business skills – are the *Power of Ten* curriculum coaches. They’ll 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.

**Jeffrey Fankhauser, DVM**



Dr. Fankhauser has been a small animal practitioner in Denver since graduating from the University of Wisconsin in 2007. Dr. Fankhauser currently serves as President of CVMA Chapter 6 | Denver Area and is vice-chair of the CVMA’s Commission on Leadership.

Dr. Fankhauser is presently working in small animal practice in northwest Denver, providing relief, operational consulting, and mobile veterinary services.

Dr. Fankhauser was part of the inaugural class of the *Power of Ten* Leadership Academy in 2012.

**H Howells, DVM**



Dr. Howells completed her veterinary medical education in 2010 at the Virginia-Maryland Regional College of Veterinary Medicine. Before that, she had explored various career options, including teaching and working as a musician, before returning to her childhood dream of becoming a veterinarian.

Dr. Howells currently works at VCA Firehouse Animal Hospital in Denver and serves as the Chair of the Wellbeing Committee for CVMA Chapter 6.

Dr. Howells is a 2015 *Power of Ten* graduate.



**In their own words...**

“Mentoring veterinary students and interns has allowed me to challenge my own approaches, to learn from others’ perspectives and to connect with future colleagues. Similarly, it is my hope that participating with CVMA’s *Power of Ten* program as a coach will allow me to more thoroughly engage the material while building relationships with another group of amazing Colorado veterinarians.”

- Dr. Jeff Fankhauser

“Participating in the *Power of Ten* was a life-changing experience for me. I entered the program at a time when I was struggling to remain engaged with our profession. In addition to benefiting from the material presented, I became deeply connected with a rich community of colleagues and friends, and my career became more sustainable and meaningful to me as a result. It is an honor to serve as a coach for the *Power of Ten*, and to help grow this incredible community.”

- Dr. H Howells

**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, 92% of respondents reported holding leadership roles within the veterinary community. *Power of Ten* graduates are currently serving as President-elect of CVMA, CVMA Chapter Representatives in Chapters 3, 5, 6, and 9, and 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 a complimentary Convention registration (a \$425 value), participants can earn approximately 17 hours of continuing education.

The total scholarship provided by CVMA is valued at more than \$2,000.

**Additional Resources**

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

**In their own words...**

“I became interested in the Power of Ten because I wanted to improve my leadership skills within my practice. What I gained from the *Power of Ten* was not only a greater insight into myself as a leader but an exposure and an awareness into community, both within *Power of Ten* and on a state and national level. I truly believe that *Power of Ten* brought me somewhere that would have taken me years to get to on my own. It was a great experience!”

- Dr. Rose Barr  
2013 P10 graduate

“The Power of Ten Leadership honestly was life changing in terms of the way that I practice and the way that I view veterinary medicine.”

- Dr. Will French  
2014 P10 graduate  
And CVMA  
President-elect