

2021 Nashville

CVM Veterinary Conference

CHRIST'S LOVE EXPRESSED THROUGH VETERINARY MEDICINE



Why Don't People Do What They're Supposed to Do?

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Who's This Guy?

- Graduated TAMU 1986
- Private practice for 9 years
- CVM Mongolia 8 years
- VP Sales & Operations Animal Care Technologies 5 years
- Chief Veterinary Officer CityVet 11 years



Session Overview

- Culture – what it is and how it affects performance in your organization.
- Leadership vs. Management – what the difference is and why it matters.
- Performance – the 4 key elements to ensure it happens.
- What's God got to do with it?

Fit Matters,
but What's the "Right Fit"?



Culture Definition: *The sum of attitudes, customs and beliefs that distinguishes one group of people from another.*



What is a Job?

- A job is a rented set of behaviors.
- People don't work for their "boss", they work for themselves.
- Compensation isn't all monetary.
- Work doesn't occur in a vacuum.

 "Work/Life Balance" – What is it?

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“Coaching for Improved Work Performance”
Ferdinand Fournies

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They don't know WHAT to do.

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They don't know HOW to do it.

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They don't know WHY they should do it.

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They think they ARE DOING it.

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“If I have denied justice to any of my servants,
whether male or female, when they had a grievance
against me, what will I do when God confronts me?

What will I answer when called to account? Did not he
who made me in the womb make them? Did not the
same one form us both within our mothers?

- Job 31:13-15