

10 POWER of DOCTORS

Leadership Academy

To my colleagues I haven't yet met:

I'm writing to tell you about the CVMA Power of 10 program here in Colorado, and how it changed my life and saved my career. Not too long ago, I was a newly graduated veterinarian living and working in Colorado, just like you. Within my first four years of practice, I weathered all of the following:

- The loss of my wonderful, early-practice mentor relationship, due to high clinic turnover
- Facing running a hospital as the ONLY DOCTOR in the practice, 8 months after graduation
- An emotionally abusive hospital manager
- A lengthy period of unemployment on the part of my spouse that made me unable to change jobs and leave a bad employment situation (it was 2010, after all)
- The birth of my first child, and my transition to becoming a working mother
- Significant difficulty meeting the financial obligations of my student debt
- Taking a job where I was significantly underpaid, to try to improve a disastrous quality of life
- And more

Thank goodness, one of my closest friends pushed me to apply for the Power of 10 Program - when I believed I didn't have time or energy for the program, or even the application, for that matter.

You may have heard that Power of 10 is a full scholarship, provided by CVMA, which provides a year's worth of training in essential skills that are often critical for the success of early-career veterinarians (such as leadership development, personal development, conflict-resolution skills, advocacy skills, and more). However, for me there were even deeper benefits to the program that had a much more profound impact for me:

- Because of Power of 10 contacts, I found a new job where I am appreciated, well-paid, and supported as a person who is SUPPOSED to have a life outside of work -- and where I can truly practice quality medicine; I've now been there four years!
- I finally found a community of veterinary peers outside my workplace where I could connect with others facing the same struggles in creative and brave ways.
- I was exposed to a variety of seasoned practitioners who are dedicated to giving back to today's early-career veterinarians, and I developed deep and

fruitful mentorship relationships with several of them (when I grow up, I want to be one of them!).

- I started to climb out of my deep, dark time of compassion fatigue, moral fatigue, burn-out, and plain, simple exhaustion.
- I formed deep friendships with my Power of 10 classmates that will doubtlessly be lifelong.
- I have grown my family and regained much of the health and vitality I lost early on.
- I found strength in giving back to my veterinary community and my peers: I took on leadership positions within CVMA, I ran a support group for veterinarians for four years, and I now am entering my fourth year of COACHING the Power of 10 as (hopefully!) a valuable resource for others.
- I have ultimately found coaching so meaningful that I have started my own career, life, and health coaching practice to help others in the ways I needed most five years ago.

My story is only ONE story like this, among many Colorado veterinarians who have benefitted from participating in Power of 10. Participation in the Power of 10 program is one of the most meaningful, impactful, life-changing benefits you can choose to take advantage of as a member of CVMA. And, it is free to you as a member benefit.

Please do yourself a favor – apply. We need you. We want you. You are already one of us. Your community is waiting for you.

Sincerely,

H. Howells, DVM

P10 | DVM Class of 2015