

# 5 Steps to the Perfect Team

Building a practice team that works well together is the key to efficiency



Might of the roaring boiler,  
Force of the engine's thrust,  
Strength of the sweating toiler—  
Greatly in these we trust.  
But back of them stands the Schemer,  
The Thinker who drives things through;  
Back of the job—the Dreamer  
Who's making the dream come true!

BY BERTON BRALEY<sup>1</sup>

This article is the second in a series of four to help build efficiency in your practice. Watch for future articles focusing on efficiency in reaching out to clients and in efficient processes for maintaining inventory and financial records.

by Carolyn C. Shadle, PhD, and John L. Meyer, PhD

**The schemer, the thinker, the dreamer—that's you!** You have a dream for an effective and efficient veterinary practice.

What does it take to make that dream come true?

Of course, it takes an effective and efficient team. Building such a team involves five elements: (1) the right people; (2) a unifying vision; (3) team cohesion; (4) a culture of continuous improvement and; (5) effective and efficient communication.

## 1. Recruit and hire the right people

Jim Collins, in his book *Good to Great*, advised business owners to “get the right people on the bus.”

First, you have to decide what number of people you need and with what skills. Bo Williamson, DVM, who has been buying practices and hiring staff