



## Episode #22: Be a mentor, be a boss, with Dr. Dan Markwalder.

### Introduction

We were introduced to Dr. Dan Markwalder when we interviewed Dr. Cody Creelman, who kept referring to him as one of the best mentors out there. Seeing as we're all about mentoring here we knew that we had to have him on the show, and Dr. Dan certainly has the experience to make him an absolute mentoring guru:

He founded his first hospital at age 28, and has grown that business into an eighteen practice success story with the help of good partnerships and through fantastic mentoring relationships. He still practices in the clinics that he owns, and he is still passionate about mentoring veterinarians of all ages in all aspects of their careers.

Dan speaks throughout the United States to veterinarians and practice managers on the importance of developing a culture of mentoring at a practice level, and frequently lectures to both SCVMA and VBMA chapters at numerous veterinary colleges throughout the United States.

He also the Mark in Markroy Consulting - a consulting service that offers coaching and workshops on aspects of practice management like leaderships skills, bridging generational gaps the practice, and team culture.

Dan's most recent venture, Vet Mentor Solutions, aims to share the mentoring model that has been so instrumental in assisting many new graduate veterinarians to achieve their individual goals, as well as help them in raising their personal production, with the greater global veterinary community through an on-line mentoring platform.  
(vetmentorsolutions.com)

Dan's insights in this interview on what mentoring actually means, and how we can, and should, apply it in our own workplaces has given me a lot to think about in my own workplace. And if you've ever wondered about whether you should consider practice ownership you really need to hear what Dan has to say on the topic. He discusses topics like choosing your



business partner, setting the culture of your practice, what it looks like to be a good practice owner, and much much more.

## Show Notes

### More about Dr. Dan

<https://companionahpllc.com/about/our-team/>

<https://markroyconsulting.com>

<https://vetmentorsolutions.com/team/>

### Dr. Dan's favourite podcasts:

Disrupt Yourself, with Whitney Johnson: Tune in every week as Whitney explores her passion for personal disruption through engaging conversations with disruptors. <https://whitneyjohnson.com/disrupt-yourself-podcast/>

The A-Team: Adam Clanton & Adam Wexler are The A-Team, talking all things Houston sports & more.

<https://www.iheart.com/podcast/1248-the-a-team-30803864/>

Brainy Bushiness: What is behavioural economics? Why does it matter to you? <https://thebrainybusiness.com/podcast/>

Lead to Win Podcast with Michael Hyatt: WEEKLY LEADERSHIP LESSONS FOR LASTING SUCCESS.

<https://michaelhyatt.com/leadtowin/>

Minute with Maxwell: Daily coaching videos delivered straight to your inbox to help you positively impact your own life and the lives of those around you. <https://johnmaxwellteam.com/minute/>

Coaching for leaders, with Dave Stachowiak. <https://coachingforleaders.com>



**Dr. Dan's book recommendations:**

In Search Of Excellence, Thomas J. Peters. <https://www.amazon.com.au/Search-Excellence-Americas-Best-Run-Companies/dp/0060548789>

QBQ! John G. Miller <https://qbq.com/books/>

The Ideal Team Player. Patrick M. Lencioni <https://www.tablegroup.com/books/ideal-team-player/>

Culture Eats Strategy for Lunch. Curt Coffman and Kathie Sorensen. <https://www.amazon.com/Culture-Eats-Strategy-Lunch-Coffman/dp/0615577962>

If Disney Ran Your Hospital. Fred Lee. <https://www.patientloyalty.com/abouttheauthor.html>

Crucial Conversations. Kerry Patterson. [https://www.goodreads.com/book/show/15014.Crucial\\_Conversations](https://www.goodreads.com/book/show/15014.Crucial_Conversations)

From Bud to Boss. Guy Harris and Kevin Eikenberry. <https://www.goodreads.com/book/show/10228856-from-bud-to-boss>