



#30 Are you ready for practice ownership? With Dr. Zach Lederhose.

Dr. Zach Lederhose is a practice owner and on-line mentor and educator who, 2 years out of vet school and at the ripe old age of 25, took the plunge of practice ownership. Eighteen months in he seems to be doing many things right and is still enjoying the journey.

What will I learn from this episode?

- Why the 'traditional' veterinary career trajectory doesn't have to be the only journey. - Decision making about practice ownership.
- Challenges.
- Preparing for a new leadership role.
- Preparing your new team for change.
- "Good" mistakes, preventing burnout, and much more.

One thing to remember: Zac's considerations for deciding whether to become a business owner.

1. Will I be able to feed myself?
2. Do I have the clinical capabilities to run the clinic? (Note that it does NOT need to take 10 years to acquire the necessary capabilities!)
3. What's my fallback plan? To keep perspective he asked himself "How bad would it be if I failed and what could I do then?". Scary things are a lot less scary once you face up to the practical realities of what you are afraid of



Zach says:

*“I was **lucky** that I worked very hard and did a lot of on call, and as a clinician developed my skills quite quickly.”*

How’s that for reframing things?!

Zach’s resources:

Dr. Dave Nicol’s “Blunt Dissection” podcast: <https://www.drdavenicol.com/hamster-wheel/category/Blunt-Dissection-Podcast>

Lincoln Institute lead to succeed course: <http://lincolninstitute.com.au/page/emerging-leaders/>

“Thinking Fast and Slow” Daniel Kahneman: <https://www.goodreads.com/book/show/11468377-thinking-fast-and-slow>

“Complications” AtulGawande: <http://atulgawande.com/book/complications/>