



# Take Your Practice to the Next Level

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## Objectives:

- Clarify your “next level”
  - Create an action plan to get there
  - Learn strategies to motivate your team
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**WHERE ARE YOU  
GOING?**



Are you ever going to be satisfied  
where you are at?

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where you are at?

No, and if we ever do then it's time for  
us to get out of business!

**What could prevent you  
from achieving your  
goals?**






	Urgent	Not Urgent
Important	Crying baby Kitchen fire Some calls 1	Exercise Vocation Planning 2
Not Important	3 Interruptions Distractions Other calls	4 Trivia Busy work Time wasters





A top-down view of a dark wooden desk cluttered with various colorful office supplies. In the upper left, there are several paper clips in blue, green, pink, and yellow, along with a green binder clip labeled 'IMPORTANT'. A yellow pencil lies horizontally across the upper middle. To the right, a blue binder clip is labeled 'CAN WAIT'. A red, white, and blue striped ribbon is draped across the upper right. In the lower right, a gold trophy is partially visible. Scattered around are small pieces of crumpled paper in orange, green, and yellow, and several pushpins in various colors. The central focus is a white notepad with the text 'HOW DO YOU MOTIVATE YOUR TEAM?' in large, bold, black capital letters. A gold medal with the word 'WINNER' and four stars is pinned to the right side of the notepad.

**HOW DO  
YOU MOTIVATE  
YOUR TEAM?**



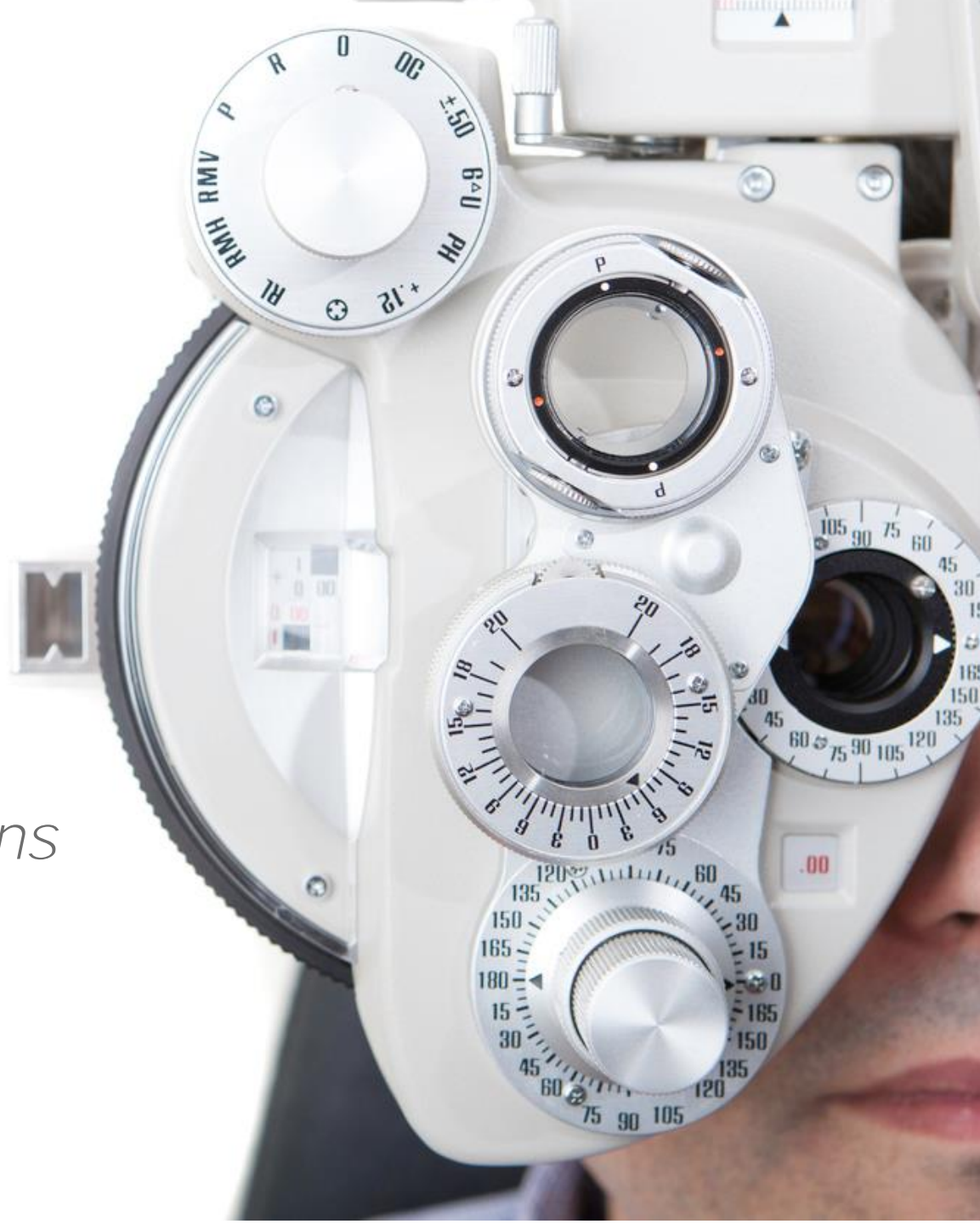




1

# CLARITY

*around expectations*



# 50%

of U.S. workers lack clarity on what is expected  
of them at work.

Source: Gallup

Now let's FOCUS!



My manager helps me set clear work goals and priorities.

**YES** or **NO**



2

# Coach and develop





**Who trains your staff?**

**How long does it take to  
train a new hire?**



Clear the path



Micromanage



Abandon

# Top 3 reason employees don't do what they are supposed to do

1. They don't know why they should do it
2. They don't know how to do it
3. They don't know what they are supposed to do

3

# Empower

*No involvement. No commitment.*





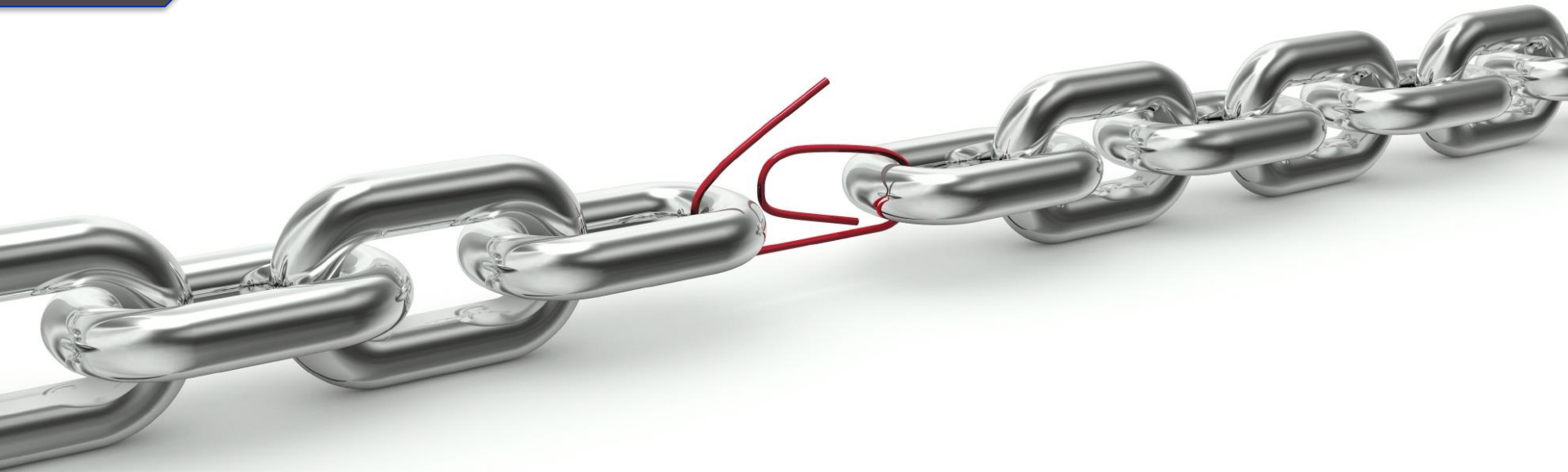
# Top 5 reason employees don't do what they are supposed to do

1. They don't know why they should do it
2. They don't know how to do it
3. They don't know what they are supposed to do
4. **They think your way will not work**
5. **They think their way is better**



4

# FOCUS on STRENGTHS



**STOP** trying to **FIX** people.

Quality ↑

↑  
Efficiency

↑ Flexibility

↑  
Speed

↑  
Performance

↑ Reliability



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# ACCOUNTABILITY

*for outcomes*



Are you **TERRIBLE** at  
holding people accountable?







Are you ever going to be satisfied  
where you are at?



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Thank You!!

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