



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
-

**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 office supplies. In the center, a white notepad is open to a page with the text 'HOW DO YOU MOTIVATE YOUR TEAM?'. A green paperclip with the word 'IMPORTANT' is attached to the top left of the page. To the right of the text is a gold medal with 'WINNER' and stars embossed on it, hanging from a red, white, and blue ribbon. A gold trophy is partially visible on the right side of the desk. Other items include colorful paperclips, pushpins, a yellow pencil, and a blue paperclip with the words 'CAN WAIT' on it.

**HOW DO
YOU MOTIVATE
YOUR TEAM?**

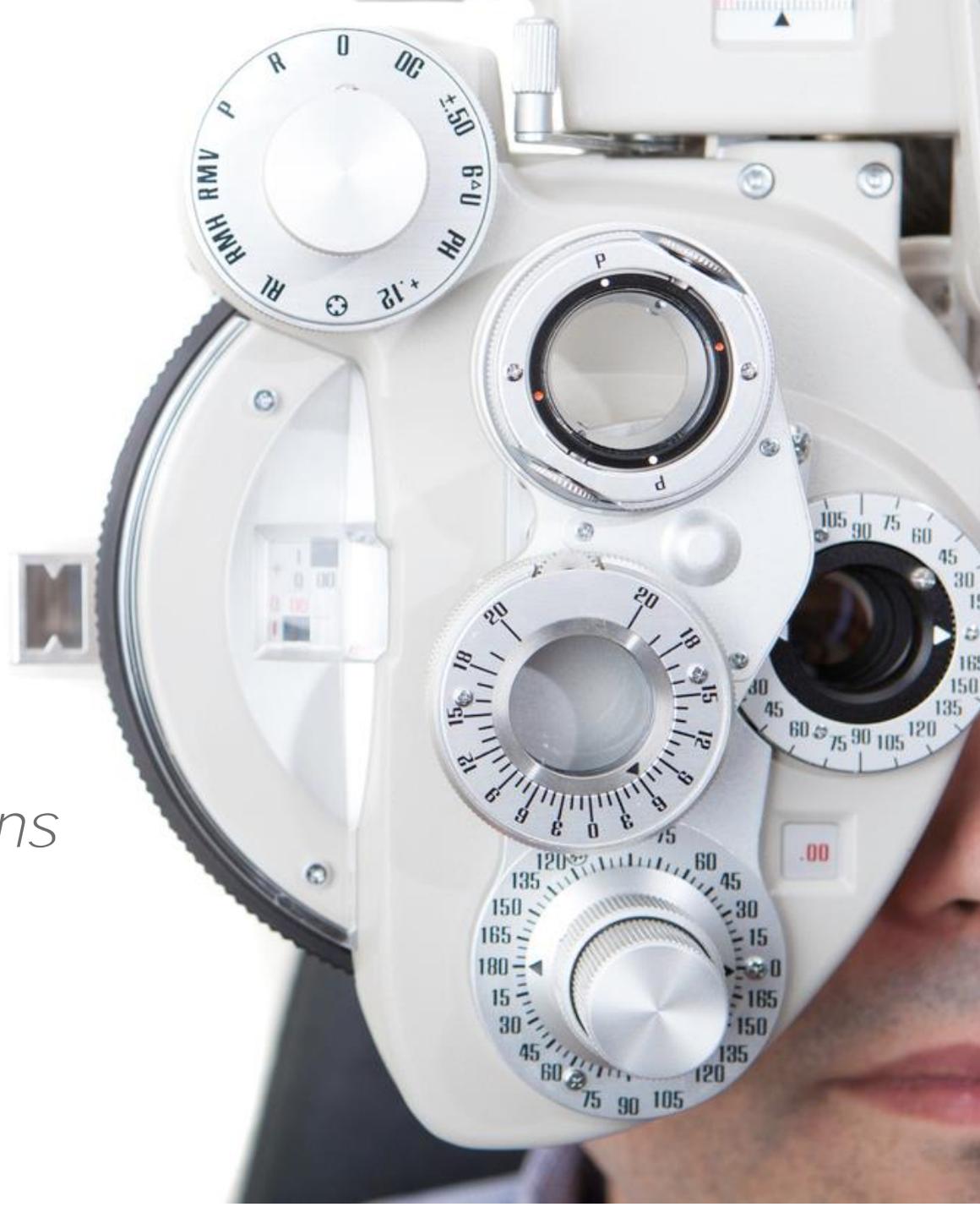




1

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**



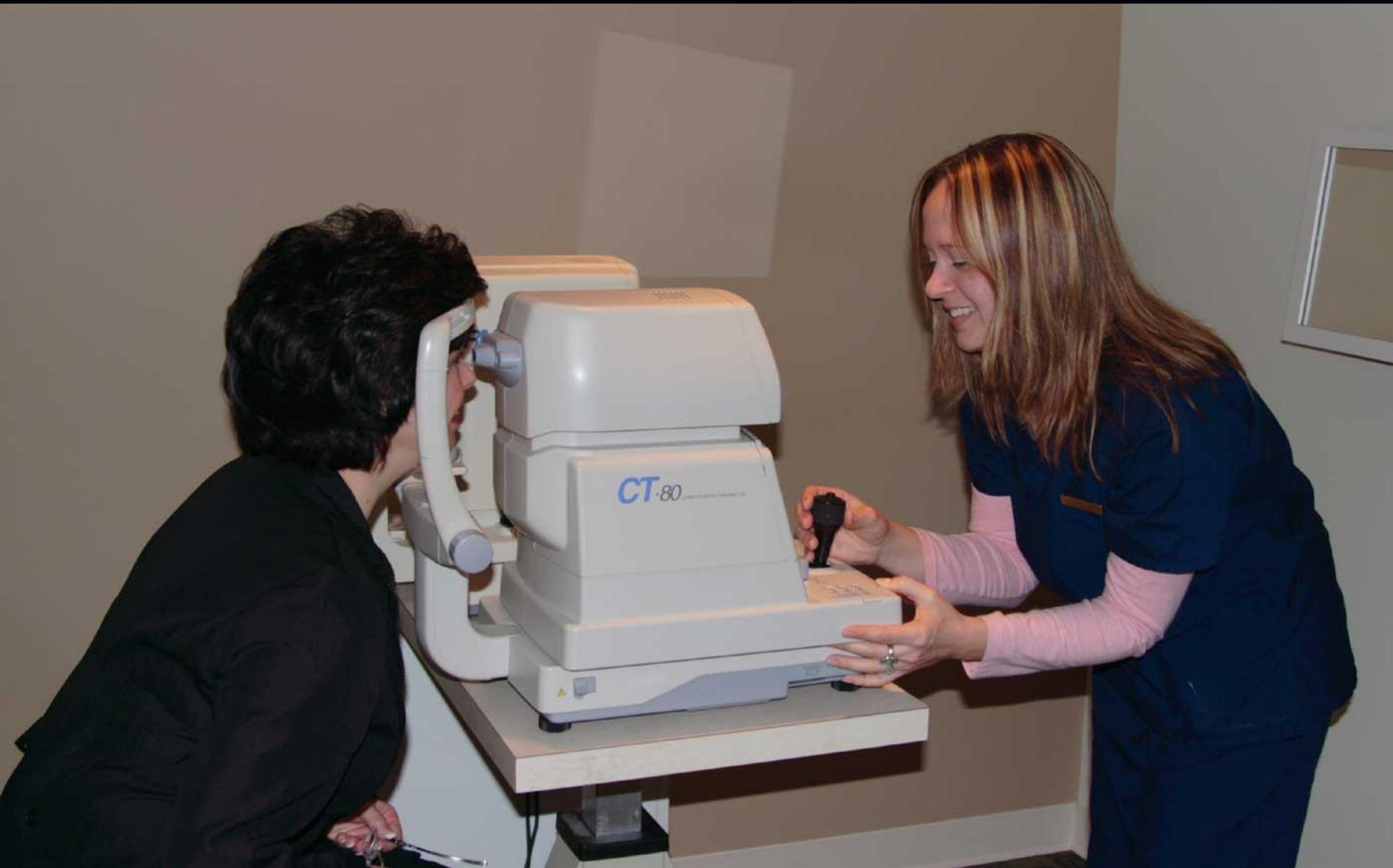
2

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.



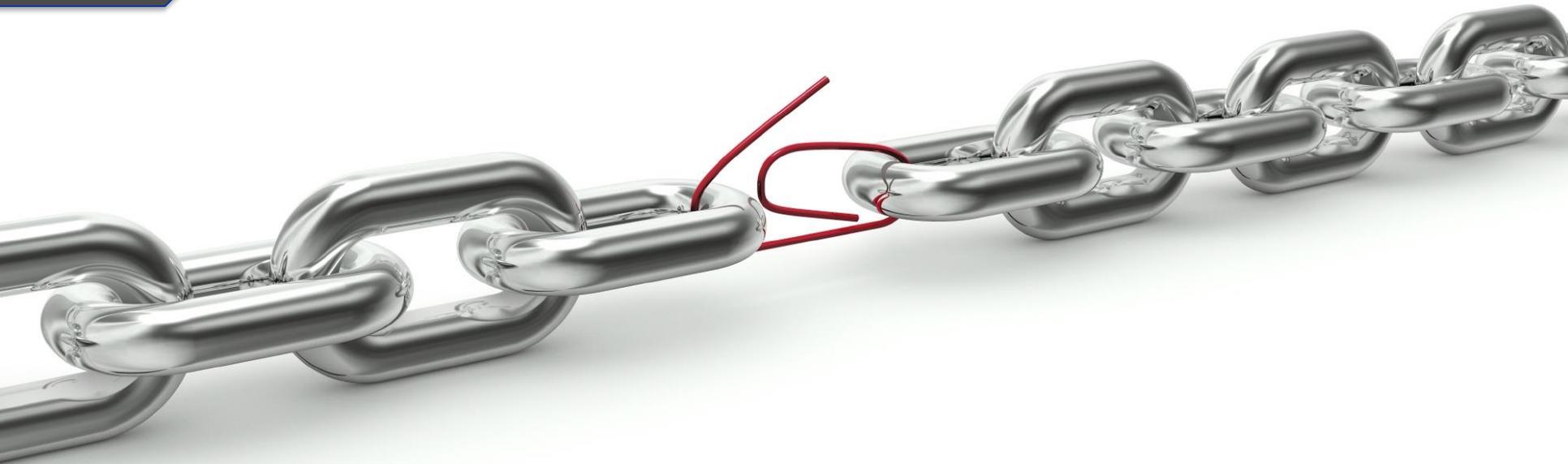


Top 5 reason employees don't do what they are supposed to do

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



5

ACCOUNTABILITY

for outcomes



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





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



Thank You!!

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