

Leadership is a Practice:

Why You Don't Need Authority to Lead



B.J. Rogers, CAWA
Chief Communication Officer
Emancipet

- 7 Clinics in Central Texas, Houston, & Philadelphia, PA
- Over 120,000 pets served annually
- 350,000+ S/N surgeries since 1999
- In 2019 we'll serve our 1,000,000 animal in 20 years

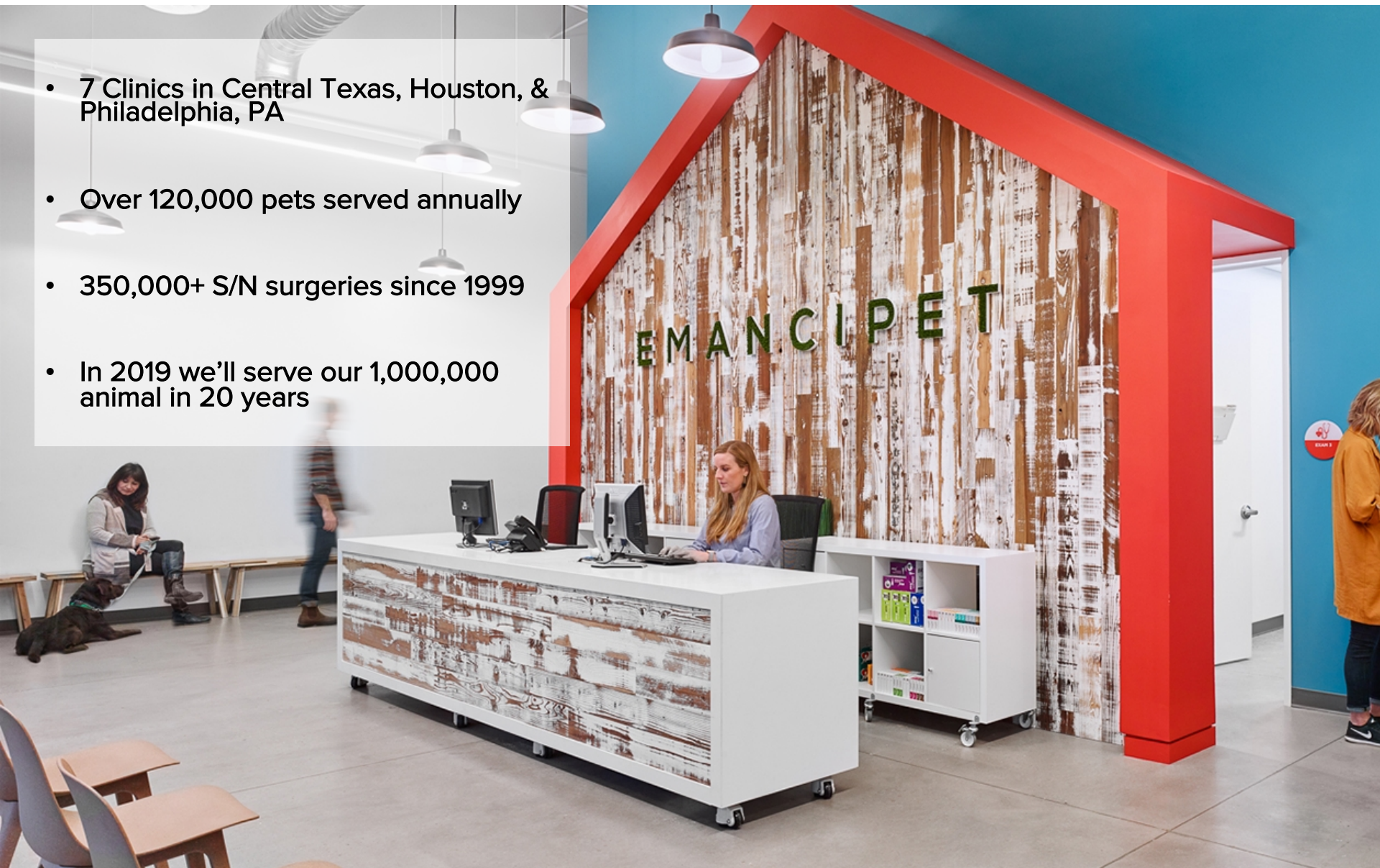




Image Credit: Brandon Thibodeaux for the New York Times

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EMANCIPET
NEW 
SCHOOL
 STRATEGIES **FOR**
 CHANGE MAKERS

- ✓ Seminars
- ✓ Private Training
- ✓ Consulting Services



UPCOMING SEMINARS

 MAY 16-17	So, You're a Manager Now: Tools to Become a Better Supervisor <i>in Austin, TX</i>	 JUN 20-21	Next Generation Leadership: Creating & Holding Space for Success <i>in Austin, TX</i>
 MAY 30-31	Turn Up the Volume: Safely Increasing Clinic Efficiency & Capacity <i>in Austin, TX</i>	 JUN 23-25	Big Impact: Design Thinking for Social Change Makers <i>in Austin, TX</i>
 MAY 23-24	So, You're a Manager Now: Tools to Become a Better Supervisor <i>in Boston, MA</i>	 OCT 2-3	Veterinarian to Leader: Leadership & Management Skills for Veterinarians <i>in Davis, CA</i>

 **EMANCIPET**
NEW SCHOOL

www.emancipetnewschool.org

You: But I have no authority?



Me: nbd.

au·thor·i·ty

au•thor•i•ty

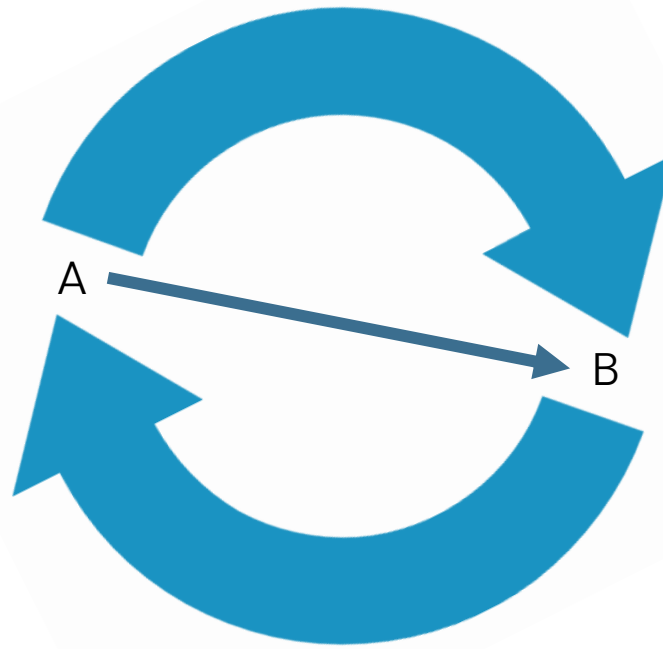
ORDER

CONTROL

DIRECTION

PROTECTION

POWER & TRUST



SERVICE

(order, control, direction, protection)



Why Lead?

Image Credit: <https://www.uihere.com/>

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We choose to lead
because there are problems
that need solving.

Love.

lead•er•ship





We choose to lead because there are problems that need solving – and *change that needs making.*



CHANGE

People _____ change.

CHANGE is. . .

the shift from one reality to another.

CHANGE means. . .

loss – of some *kind* for someone.

CHANGE requires. . .

learning, and real – and often hard – work.

Loss.

LEADERSHIP



CHANGE
MANAGEMENT

CHANGE



LOSS

LEADERSHIP



LOSS
MANAGEMENT



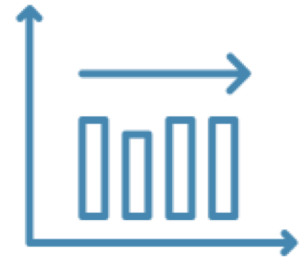
Trust



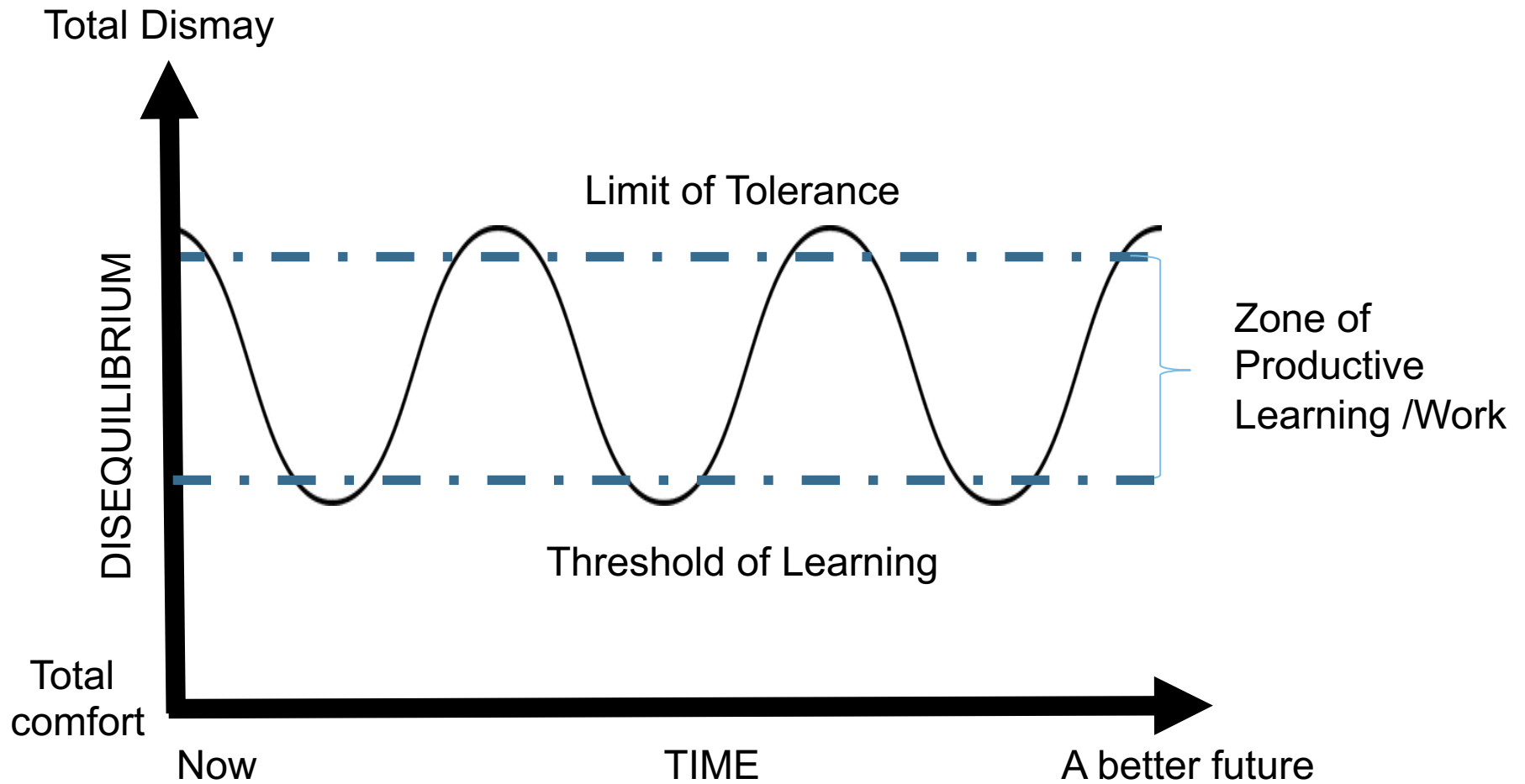
Hope



Compassion



Stability





The purpose of leadership is to
generate **CAPACITY** not **DEPENDENCY**.

- Dr. Ronald Heifetz

Practice.

In a kind and compassionate way, hold up a mirror and help people confront a difficult reality.

With clarity and patience, generate and articulate a vision for a new and better reality.

Create and hold the space that's necessary for the learning and work – done by the people who need to do it – to happen.

Ask – with frequency and genuine curiosity, “Who stands to lose what?”

Adjust the pressure or the heat – with compassion and close attention to where people are at – to generate capacity.

Persist with courage and resilience.



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EMANCIPET 20 
CELEBRATING 20 YEARS OF HEALTHY PETS

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