

Dr. Dave Nicol

Dr. Dave Nicol Presentations



Who is Dr. Dave?

Dr. Dave Nicol is a veterinarian with more than 20 years of experience in general practice and has held several leadership roles. He has written three books, most recently the best-selling, *So You're A Vet...Now What?* – a manifesto on how to survive as a veterinarian after graduation.

Dr. Dave hosts the Blunt Dissection podcast, founded VetX International & has for the last decade, been a regular speaker at conferences all over the world to speak about his favourite topic of leadership.

He has been voted VMX's Practice Management Speaker of the Year in both 2019 and again in 2024 and he remains one of the most sought after speakers in veterinary medicine.



*"I believe the humans of veterinary medicine can be **successful and happy**. So, I help people & practices bring their **dreams to life**."*

Why book Dr. Dave?

- **Real Life Expertise:** 25 years of practical experience as a clinician and leader. Owned & operated multiple clinics.
- **Flexible Formats:** Keynotes, workshops, webinars, and more to suit your event.
- **One of a kind Delivery:** Energy, humor, and storytelling with a Scottish twist
- **Double Award-Winning Speaker:** VMX Speaker of the Year in 2019 and 2024.
- **Competitive Triathlete representing Great Britain** at the European Triathlon Championships.



SPEAKER OF THE YEAR
2019 & 2024



Available Presentations


Delivered in-person, or virtually

Title	Page
Keynotes	
If It's Not a "Heck Yes!"...Then It's No!	06
It's Time to Thrive, Not Just Survive!	08
Business is Booming but People are Breaking!	10
Lectures	
You're Only in It for the Money: Communication to Improve Exam Room Outcomes	12
Preventive Care – The Biggest Missed Opportunity To Transform Vetcare For Good?	14
Performance Done Right -Empowering Your People	16
Train, Mentor & Coach... Three Tools To Take Leaders to The Next Level	18
Saving Veterinary Medicine - One Leadership Action at a Time	20
How To Run a Successful Veterinary Practice Without all the Drama	22
Reanimating The Corpse - How to Breathe New Life into Your Vet Practice Culture	24

Available Presentations

Delivered in-person, or virtually

Title	Page
Employer Brand -The Only Way to Solve Your Recruitment Nightmare	26
The Leadership Blind Spot: Why Practice Chaos Happens	28
Taking Out the Trash - How to Deal With Poor Performance	30
The biggest obstacle to good leadership is... TIME!	32
What We Can Learn From Willy Wonka's Recruitment System	34
How To Deal with Stress, Anxiety and Manage FEAR in Times of Great Uncertainty	36
Ups and Downs: Riding Life's Wave for Better Careers	38
Step Up or Step Back? Leading Teams Through Change	40
Webinars	42
Workshops	
Vision Casting Workshop	44



**If It's Not a "Heck Yes!!"....
Then It's No!**

If It's Not a "Heck Yes!"...Then It's No!

Session Description:

In veterinary medicine and in life, we have a bewildering number of choices to make. The quality of our lives depends on the outcome of these myriad infection points. That being the case, how come so many people are miserable? Your presenter believes this is due to the choices we make in vet med being passive or poorly thought through. Enter the "Heck yes... Or No" rule. This rule is a bit like a healthy version of the unfiltered "just say yes" rule or the clinically insane "decision by dice" rule (which ought to be consigned to the swamp of bad decisions). The rule can and should be applied to many facets of our lives in veterinary medicine and beyond including:

1. Client choices.
2. Who we work with.
3. Who we live with.
4. What we decide to spend time and energy on.

But it all starts with a deep understanding of who we are and what makes us tick.

In this session, Dr Dave Nicol will share some powerful frameworks on human happiness, plus data on decision-making mixed in with how to build frameworks in your life so the rule pays off. He'll also share some anecdotes of how his life was impacted positively by the rule.

Session Length: 50 minutes

Intended Audience: All humans of vet med!

Session Type: Keynote or Lecture



It's Time To Thrive ...Not Just Survive

It's Time to Thrive, Not Just Survive

Session Description:

There is no shortage of evidence that young veterinarians the world over are struggling with their career. There is also no shortage of people with explanations as to why this is. Unsuitable university entry criteria, gender bias, corporatisation, poor leadership and millennial work ethic are the usual suspects.

The unspoken story being told in the mind of many vets and business owners is that veterinary medicine is broken. But such pessimism and finger pointing will guarantee only more pain. So, what can we collectively do to re-engage and support the next generation?

In this rousing keynote, delegates will understand six basic principles that can be applied to life in practice to boost happiness, wellbeing and performance in their veterinary teams and leave them empowered and energised to take control of their careers.

Session Length: 45min

Intended Audience: All in practice

Session Type: Keynote

Business Is Booming... ...but People Are Breaking

Business Is Booming But People Are Breaking

Session Description: Your business is probably booming, but let me guess, your people are on the verge of breaking? In this session, we'll reveal the fundamentals behind the brewing crisis in vet med and explore the options available to leaders in order to take back control and run a profitable and sustainable business in the post covid world. Let's learn how to do medicine where people and pets can thrive!

Session Length: 50 minutes

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Keynote/Lecture

YOU'RE ONLY IN IT FOR THE MONEY

**Communication to improve
exam room outcomes**

BY DR. DAVE NICOL

VETERINARY LEADERSHIP ACADEMY
& ROUNDWOOD VETS



You're Only in It for the Money: Communication to Improve Exam Room Outcomes

Session Description:

Each day in vet practices around the world, animals with clinical problems enter our examination rooms. The vast majority of these problems or needs are discovered or discussed; yet we know that only a fraction of these animals leave with these problems addressed.

This might be the vomiting dog that was not worked up, or the dental prophylaxis that didn't get done. Opportunities to improve the lives of animals pass us by with alarming regularity. In this session, client communication expert Dr Dave Nicol shares a research-based methodology for dramatic improvement in compliance.

Session Length: 60 or 90 minutes

Intended Audience: All in practice

Session Type: Lecture



Preventive Care – The Biggest Missed Opportunity To Transform Vetcare For Good?

Preventive Care – The Biggest Missed Opportunity...

Session Description: This engaging session explores why preventive care is the veterinary profession's greatest missed opportunity. Using a reimagined version of the bathtub model for vet-pet lifetime interaction, attendees will gain a clear understanding of the full potential preventive care offers. They will then be guided through the "Big Six" areas of wellness that impact animal health—dental care, parasite control, nutrition, vaccination, preventive testing, and early intervention—highlighting how preventive care can be applied and illustrating its real-world benefits for pets, families, and practices alike.

Packed with real-life examples of these concepts in action, this session will challenge attendees to consider new approaches, spark team discussions, and open the door to fully embracing the complete cycle of healthcare available to practices. And it's all delivered with Dr. Dave's trademark energy, humor, and fun.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



Performance Done Right: Empowering Your People

Dr. Dave Nicol



@drdavenicol



DrDaveNicol



DrDaveNicol.com

Performance Done Right: Empowering Your People

Session Description:

Performance management encompasses all the activities necessary to enable individuals to perform effectively in their roles and collaborate successfully with their teammates. It's often confused with Disciplinary Performance Management, which is akin to HR's version of emergency measures when an employee's performance or behavior goes significantly off course.

While Disciplinary Performance Management can be effective, it often signals an impending separation. The true objective of any performance management process should be to clarify expectations for employees, help them see how their work contributes to the organization's mission, provide the tools they need to meet these expectations, and encourage ongoing improvement rather than merely punishing non-compliance.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



Train, Mentor, Coach

Three Tools To Take Leaders to The Next Level

Dr. Dave Nicol



@drdavenicol



DrDaveNicol



DrDaveNicol.com

Train, Mentor, Coach - Three Tools To Take Leaders to The Next Level

Session Description:

In today's veterinary workplaces, where burnout, imposter syndrome, and lack of support are far too common, how we develop our teams can make or break both morale and performance. This session clarifies the differences between training, mentoring, and coaching—three essential tools leaders can use to unlock their team's potential. You'll learn when each approach is most effective, how to assess what your team members really need, and how to create a development plan that integrates all three methods. The result? A more confident, capable, and connected team—and a practice that runs with more ease, energy, and excellence.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



SAVING VETERINARY MEDICINE

ONE LEADERSHIP ACTION AT A TIME

BY DR DAVE NICOL & DR DERMOT MCINERNEY

Dr. Dave Nicol



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Saving Veterinary Medicine One Leadership Action at a Time

Session Description: It's no mystery that the veterinary profession is under pressure. Leaders have more demands on their time than ever. They are overstretched, burned out and exhausted. According to our own research, a staggering 73.9% of practice owners and clinical directors struggle with time-management. 39.1% additionally struggle with workplace toxicity, and 65.2% with attracting and recruiting new talent. This is a serious problem. When we look at these statistics, it's really no wonder that so many people are leaving the profession.

Session Length: 50 minutes

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Keynote/Lecture





How to Run a Successful Veterinary Practice Without all the Drama

How to Run a Successful Veterinary Practice Without all the Drama

Session Description:

If leading your veterinary team sometimes feels more like managing a soap opera than running a professional practice, you're not alone. The emotional ups and downs of practice life are very real, and when team dynamics start to break down, the impact can be far-reaching—from morale and client experience to patient care and your bottom line. That's why it's crucial to understand the root causes of conflict, not just patch over the symptoms. In this free live training, Dr. Dave Nicol will share what it really takes to build a high-performing team without the drama. Drawing from years of leadership experience and real-world stories, he'll unpack why so-called “toxic” behavior is often misunderstood, reveal the deeper patterns behind recurring team issues, and teach the single most powerful habit that can transform your leadership—no matter how much you dislike confrontation.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture

A man and a woman with zombie-like makeup and torn clothing, looking distressed. The man has a bloody wound on his forehead and dark eye makeup. The woman has dark eye makeup and a bloody wound on her cheek. They are both wearing torn, light-colored shirts. The background is dark and blurry.

Reanimating The Corpse

How to Breathe New Life into Your Vet Practice
Culture When Things Have Gone Horribly Wrong

Reanimating The Corpse...

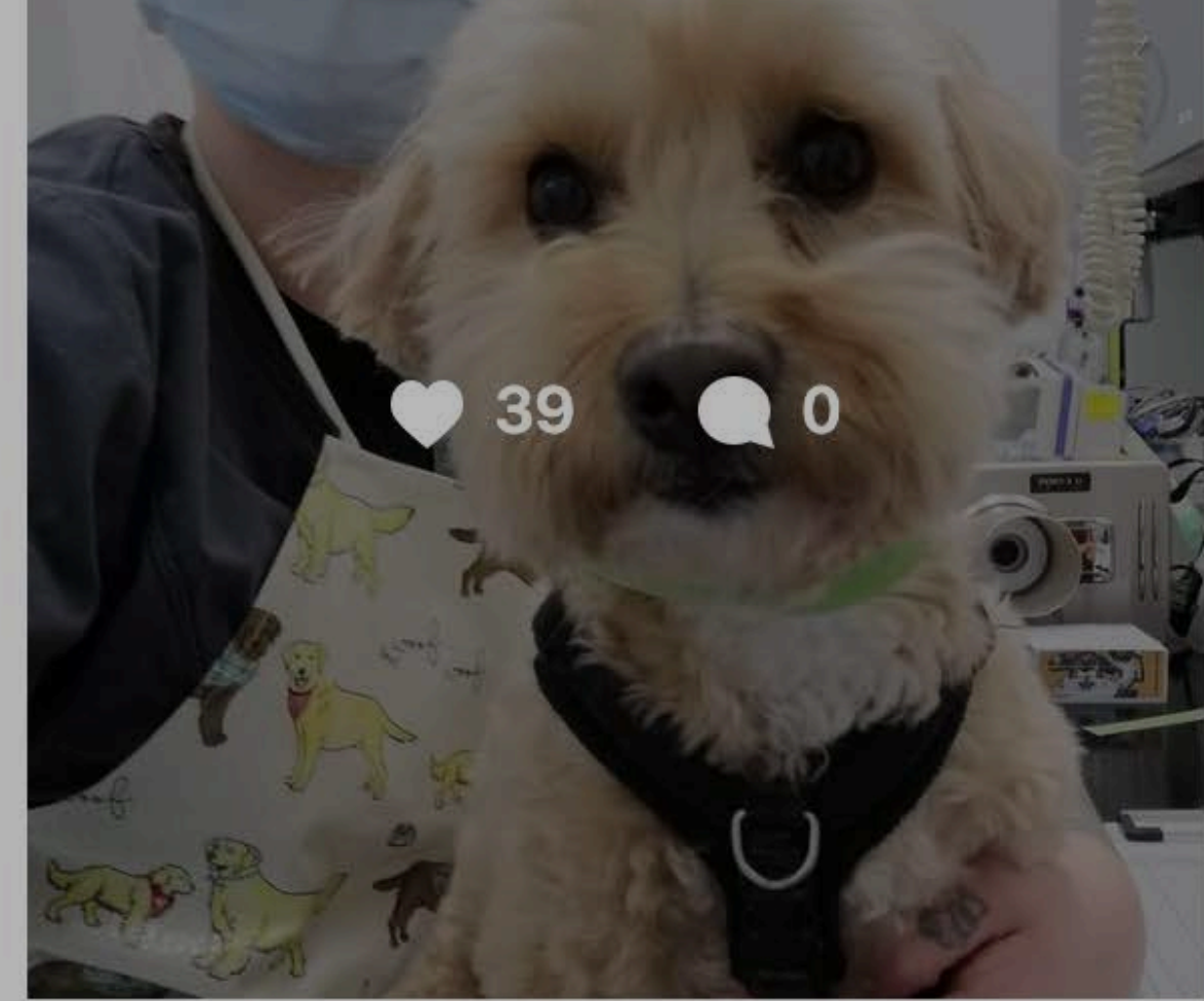
Session Description:

Organizational culture is a critical determinant of a company's success, influencing everything from employee engagement to overall business performance. A thriving culture can drive innovation, collaboration, and productivity, while a toxic or dying culture can lead to disillusionment, high turnover, and stagnation. The presentation "Reanimating the Corpse: How to Fix Culture When Things Have Gone Horribly Wrong" provides a roadmap for leaders to recognize the signs of cultural decay and take actionable steps to revive their organization's culture.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



Employer Branding

The Only Way to Stand Out in a Crowded Employment Market Place

Employer Branding

Session Description:

Why are some clinics struggling to find employees, while others have a waiting list of people interested in working for them? The answer has very little to do with their clinical standard or accreditations. And almost everything to do with their culture and how the world perceives them. Join performance expert, Dr. Dave Nicol, as he reveals what employer brand is, why it matters and how you can build your own so your hiring headaches are a thing of the past.

Session Length: 50 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture - expandable into a 3 hour workshop.



The Leadership Blind Spot: Why Practice Chaos Happens

(and How to Fix It)

The Leadership Blindspot

Session Description:

Even the best-intentioned leaders can find themselves at the center of a chaotic, dysfunctional clinic. When things start to spiral—team conflict, inefficiency, low morale—how do you determine whether the problem lies within the practice itself or something else entirely?

The answer may be unsettling, but you need to know this and you need to act on it. Because my experience based hunch, is that most of the issues in practice are caused by what we'll explore in this session.... NOT the team. Even though it looks otherwise.

In this session I explore the sources of chaos and the underlying force driving much of the trouble. Then, of course, we'll cover what you can do to change the outcome.

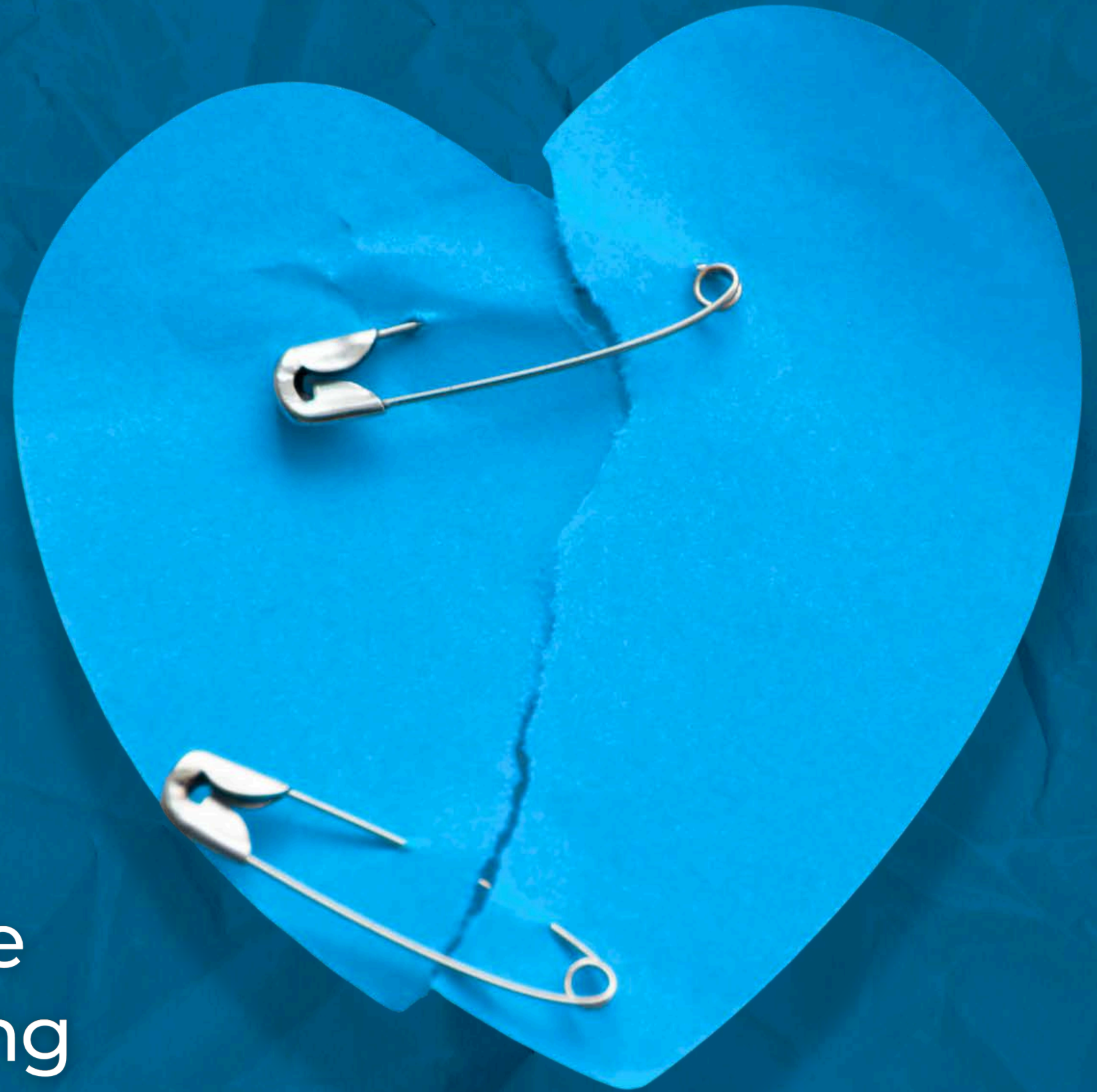
Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture

Taking out the Trash

How to deal with poor performance
and what to do if it's just *not* working



Taking out the Trash...

Session Description:

Most veterinary practice owners are unaware of the monstrous size of the problem that poor selection of team members represents. Poor hiring decisions can disrupt your team, erode your culture, and undermine the quality of care you deliver.

In this session I'll cover the multiple areas of business performance affected by poor hiring choices, hidden costs of hiring mistakes and their lasting impact and the real financial impact of these issues.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



**The Biggest Obstacle to
Good Leadership is... Time!**

The Biggest Obstacle to Good Leadership is...

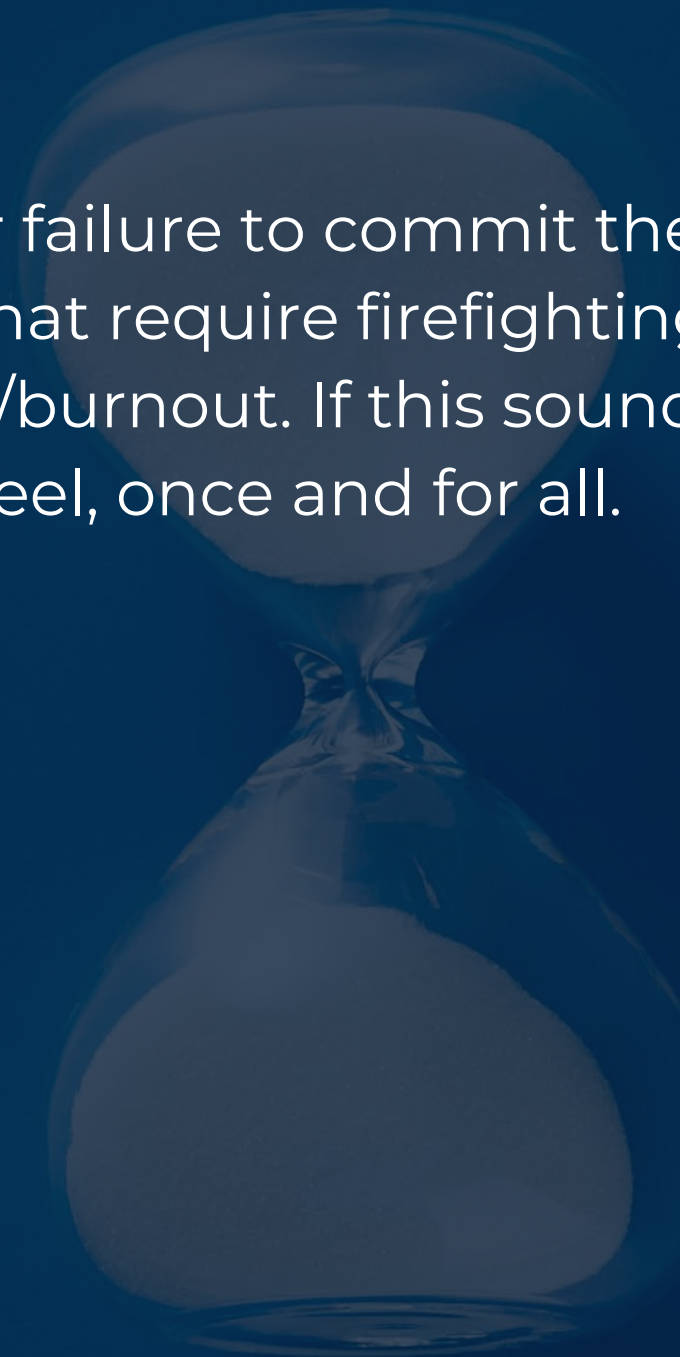
Session Description:

The single biggest reason why most practices are struggling is their failure to commit the time required to lead effectively. The result is the ongoing merry go round of crises that require firefighting management. It's exhausting, bad for morale, and is at the heart of poor performance/burnout. If this sounds familiar then you MUST attend this session and learn how to get off your hamster wheel, once and for all.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture





What We Can Learn From Willy Wonka's Recruitment System

What We Can Learn from Willy Wonka...

Session Description:

Recruitment is a critical process in any organization, particularly in fields like veterinary medicine, where the right combination of skills, ethics, and cultural fit can significantly impact the quality of care provided. While many strategies exist for identifying and securing top talent, few have captured the imagination quite like Willy Wonka's recruitment process in Roald Dahl's "Charlie and the Chocolate Factory." Wonka's unique and highly selective approach, marked by innovation, authenticity, and integrity, offers valuable lessons for modern-day recruitment strategies. By examining five key moments in Wonka's process, we can extract principles that are directly applicable to recruiting veterinary professionals who will excel in both technical skill and alignment with organizational values.

Session Length: 60 mins

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



How to Deal With Stress, Anxiety and Manage Your Fear in Times of Great Uncertainty

Dr. Dave Nicol



@drdavenicol



DrDaveNicol



DrDaveNicol.com

Stress, Anxiety and Fear...

Session Description:

Veterinary medicine is a hard place to grow at the best of times. But with all the incredible uncertainty recent times have brought, some of these negative feelings are cranked up to an 11 out of 10! This is an incredibly useful presentation for those who want to learn effective strategies to overcome stress, fear and anxiety in themselves and those around them.

Session Length: 50 mins

Intended Audience: All in veterinary practice

Session Type: Lecture



Ups & Downs: Riding Life's Waves For Better Careers

Dr. Dave Nicol



@drdavenicol



DrDaveNicol



DrDaveNicol.com

Ups & Downs

Session Description:

The current talent crisis has placed practices in peril due to the lack of qualified staff to meet demand. Burn out is one of the issues highlighted as an underlying cause of this shortage. In this session, we will explore the two high risk periods many veterinary professionals report career burnout.

The first 12 months post graduation and the period roughly five year after. In this session we explore the causes of burnout in each situation and explore a goal setting framework which can be used to stay focussed, get clear on purpose and create self esteem building moments for happier careers. In doing so, catch and ride a career wave.

Life and our careers require us to ride more than one wave. "Success", purpose and opportunity has to be built again and again. Listen in to this inspiring talk and learn how to ride that personal growth wave.

Session Length: 45 mins

Intended Audience: Vets & nurses/techs in practice

Session Type: Lecture + Q&A



Step Up or Step Back?

MANAGING TEAMS THROUGH CHANGE IN TUMULTUOUS TIMES

Dr. Dave Nicol



@drdavenicol



DrDaveNicol



DrDaveNicol.com

Step Up or Step Back?

Session Description:

Change is hard. Change is scary. Change is everywhere. There is no way to escape the curve balls that life inevitably and mischievously seems to throw. When managed badly, change can rip a team apart and inhibit performance greatly. But when it is managed well, it can galvanize the team and bring about incredible performance. In this session we'll work with a framework for change and see some first-hand results of how to lead from behind.

Session Length: 1 hour

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Lecture



Webinars

Dr. Dave Nicol



@drdavenicol



DrDaveNicol



DrDaveNicol.com

Webinars

Dr. Dave Nicol offers a high-impact series of interactive webinars designed to engage veterinary professionals, challenge thinking, and spark meaningful change across leadership, culture, and team performance.

These sessions are available to book individually or as a themed series, and cover topics such as overcoming leadership blind spots, improving staff engagement, leading through change, and building a thriving workplace culture. Each webinar is delivered live from a professional studio environment, with high-quality audio, broadcast-grade visuals, and dynamic, entertaining facilitation from Dave at the helm. Attendees are invited to participate actively through polls, Q&A, and structured reflections, ensuring that every session is both practical and engaging.

For specific needs, we also offer custom webinars built around your goals. These tailored sessions are scoped and priced according to project requirements, while maintaining the same high standards of content, delivery, and production quality.

For more information please contact ea@vetxinternational.com





Vision Casting Workshop

Vision Casting Workshop

Session Description:

A one-day, high-impact experience for veterinary leaders ready to craft clarity and lead with purpose. In this facilitated session, Dr. Dave Nicol helps you and your leadership team cut through the noise and uncover what truly drives your business. Together, you'll:

- Define your mission – Why does your practice exist beyond making money? What impact do you want to have?
- Clarify your purpose – What's the meaningful difference you're here to make for clients, patients, and team members?
- Distill your values – Identify the non-negotiables that shape how your team shows up and operates every day.
- Craft a compelling vision – One that's bold, believable, and behaviour-driven. Not a poster on the wall—but a rallying cry.

You'll leave with a practical, lived-through vision that connects strategy to culture. One that your team can understand, remember, and act on—because they were brought into it, not just told about it.

Session Length: 1 day

Intended Audience: Practice Owners & Managers - All Leaders

Session Type: Workshop

DR. DAVE WILL **LIGHT** UP YOUR EVENT...BUT DON'T JUST TAKE OUR WORD FOR IT!

*"Absolutely fantastic speaker. **Engaging and fun!!** Have loved all of his lectures!"*

*"Very **funny, engaging, and charismatic.** Information was extremely helpful and will be put into practice."*

*"Just excellent! A **great balance of fun, facts presented in real life scenarios.**"*

*"Engaging and educational. I left feeling **empowered** to do better and engage my clients more. Thank you"*

*"**Greatest speaker I've heard at a conference. Thank you!**"*

*"Lovely speaker! Funny yet informative and intelligent! **I've already learned so much from him!**"*

*"AMAZING SPEAKER!!!! **Fun & informative** all in one"*

*"**This was an amazing talk!** I teach veterinary students and will integrate this into their education!!"*

*"Amazing talk, thank you for the **laughs & great recommendations!!!**"*

*"Always a pleasure to see Dr Nicol speak. Relevant information for the times... He truly makes **learning interesting** - while presenting information from his vast experiences."*

*"Dr. Nicol is an excellent speaker. He provides very useful information that can be implemented. His presentations are **just as fun as they are informative.**"*

*"Dave Nicol is a **FANTASTIC** speaker and one of the reasons I come back every year. So fun and energetic for an early morning class and he has a way of **really engaging with his audience.** I would rate a 10/10 if I could "*

DR. DAVE WILL LIGHT UP YOUR EVENT...BUT DON'T JUST TAKE OUR WORD FOR IT!



Brendan Howard
Former Editor,
Veterinary Economics

"Dave is a fiery, funny, fun, inspiring, educational leader who takes time to cater to attendees' educational needs as well as his own creative whims. He ups any audience with his unique blend of Scot thunder and Australian informality, effortlessly blending high energy, personal growth and in-the-trenches knowledge as a doctor, manager and practice owner. I bloody well recommend Dave for your speaking needs."



Diederik Gelderman
President of the Australian Veterinary
Business Association

"Dave is a truly interesting speaker, engaging and fun, challenging and different, insightful and informative, different and somewhat daring. He certainly got his message across all the while keeping it light, simple and practical. Thus ensuring that the attendees would go home and incept and take action. I can recommend to you Dave Nicol, as a speaker of quality who will get you results."



Dr Daniel Baker
IDEXX Professional
Services Veterinarian

"I would recommend Dr. Dave to anyone seeking ways to improve both exam room communication skills for their entire staff and also seeking next steps in their leadership journey. Thank you for the positive impact you made on so many veterinary professionals. We appreciate it and can't wait to have you back!"

Recent Events



NVC, Moscow

iM3 Dental Specialty Event, Dublin

OVMA (keynote), Canada

LMU Vet School, Germany

Proveto, Holland

guidED, Canada

ALL TALKS CAN BE DELIVERED IN PERSON OR REMOTELY

Let's get in touch...

By clicking below you will be taken to the official drdavenicol website, where you can find more information and make a booking enquiry. Or email your needs to **ea@vetxinternational.com**

GET IN TOUCH



ALL TALKS CAN BE DELIVERED IN PERSON OR REMOTELY

Let's get in touch...

Alternatively, take a look at our socials for more updates and content.



Dave's business profile and also where he posts opportunities to work in one of his businesses.



Dave's life in photos and also his favourite place to post content multiple times daily.



Get in touch via email for business enquiries.

A smiling man with short grey hair, wearing a dark blue polo shirt and a stethoscope, sits in the foreground. In the blurred background, a woman in blue scrubs stands near a whiteboard, and another person is partially visible on the left. A computer monitor is on a desk to the right.

**We look forward to
working with you!**

Dr. Dave Nicol

