# Make Your Clients 'Sticky'

How to Attract 'A' Clients and Keep Them Coming Back

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# Bashore Halow

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- Certified Veterinary Practice Manager and Licensed Veterinary Technician
- Editorial Advisory Board Member to Firstline and DVM 360 magazines
- 2013 PVMA President's Award for Vet Management Education







# Capture and Retain 'A' Clients with these Strategies

- Know your identity
- Look and live your identity
- Speak your identity
- Have a game plan to maintain competitiveness

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# A Fresh Look At the Mission Statement

- The Mission articulates a sweeping, uplifting, forward-thinking reason for being.
- It informs all company decisions.
- Companies that tie themselves closely to their Mission are the ones that most successfully compete and garner attention in the market.

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### Bash

# To prove a point...I'll bet you know who these companies



Neither rain, nor sleet, nor gloom of night stays these couriers from the swift completion of their appointed rounds.





Through our strong network of volunteers, donors and partners, we are always there in times of need. We aspire to turn compassion into action so that all people affected by disaster across the country and around the world receive care, shelter and hope.





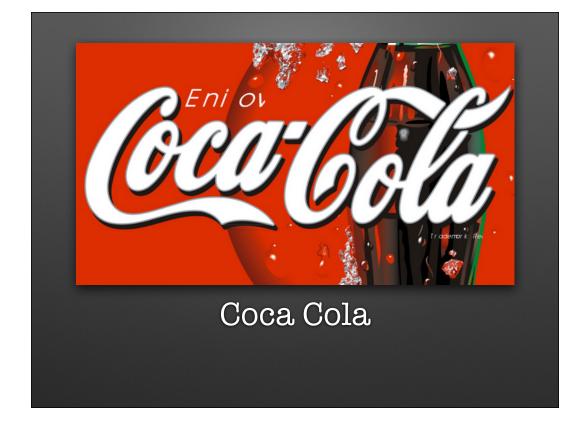
In air, space and cyberspace; we fly, fight and win!





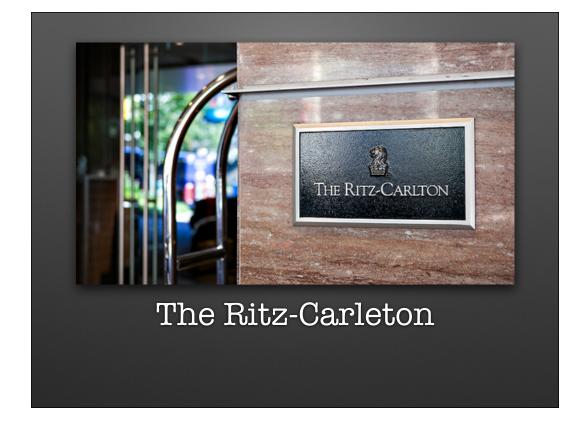
We refresh the world and create moments of optimism and happiness.





The experiences at our hotel enliven the senses, instill well-being, and fulfill even the unexpressed wishes and needs of our guests.





We are a trusted friend, protector, and pathfinder forward; for you, your practice, and the veterinary profession.





# Was there a company that inspired you to go to WORK? UNITED STATES POSTAL SERVICE ... CONSULTING CONSULTING

# Does This Mission Select for a 'work ethic'?

Neither rain, nor sleet, nor gloom of night stays these couriers from the swift completion of their appointed rounds.

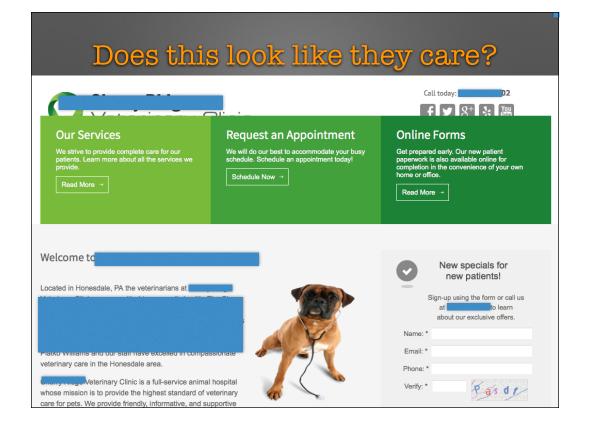


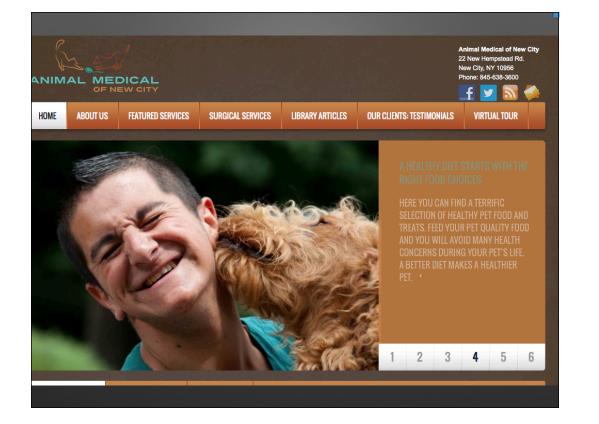


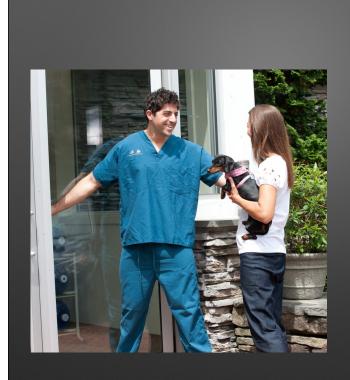
# It doesn't matter how big your heart is, if you share it with no one

- You live your Mission every day. Share it using Social Media
- Make sure your website reflects who you are
- Create video and audio content original to your practice









Welcoming, authentic pictures work

### Get Shots of Veteran Team Members



# Websites are more than



a full services veterinary hospital.

Our hospital performs a variety of

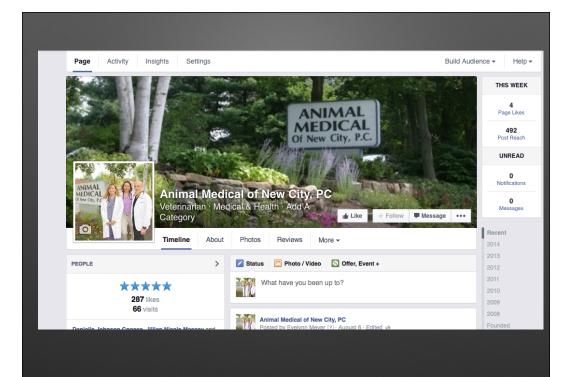
Gilbertsville Veterinary Hospital.

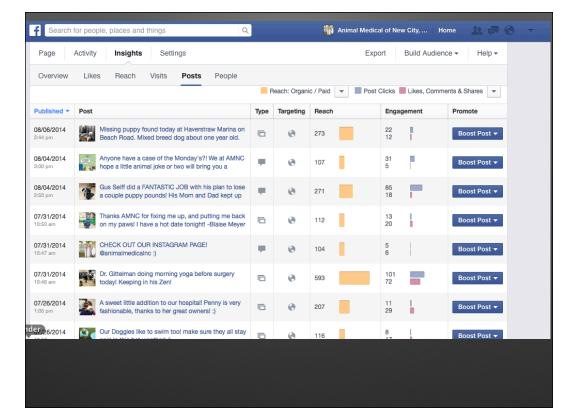
Read their bios to learn more.

us a message or view our address,

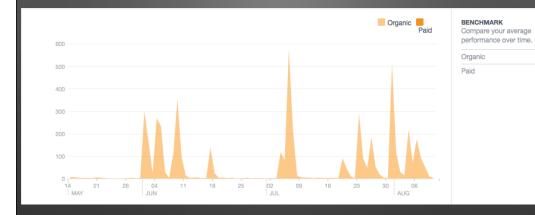
phone number, hours of

Use the Request Appointment





# What other marketing gets you this kind of reach?

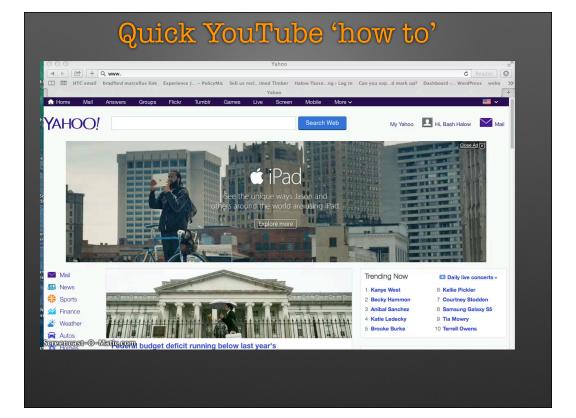


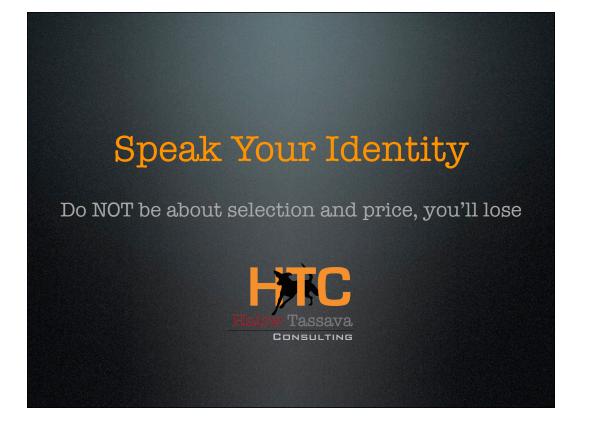
### Remember who your audience is Settings Build Audience ▼ Help ▼ Activity Insights People The people who like your Page 17% 11% **75**% 46% Your Fans All Facebook Men 0.702% 1% 25% 54% 7% Your Fans All Facebook

## SEO is Important, Engagement is Better

- You have to be responsive to Social Media Posts
- Mention the name of the commentor in the post
- Photograph pets and people or both
- SHOW who you are







# Your competition has selection and price



### Your competition has selection and price







Sign In Register

#### **Pet Medications**

#### Did you know you can pick up many of your pet's medications in our

There are hundreds of pet medications available - including brand names and \$4 generic options! All you have to do is bring in your pet's prescription to one of our pharmacists, and they'll be happy to fill your pet's medication.

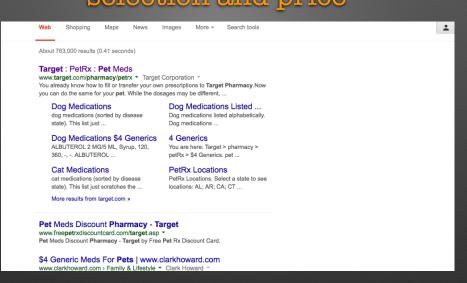
To find out if there is a generic medication that might be right for your pet, just ask your veterinarian.

#### \$4 generic medications are catnip for your wallet. Listed below are the most popular generic options.

- Cephalexin 500 Mg Capsule
- Prednisone 5 Mg Tablet
- Enalapril Maleate 2.5 Mg Tab
- Fluoxetine 10 Mg Tablet
- Meloxicam 7.5 Mg Tablet Furosemide 20 Mg Tablet
- Cephalexin 250 Mg Capsule
- Enalapril Maleate 5 Mg Tablet
- Benazepril 5 Mg Tablet
- Fluoxetine 20 Mg Capsule
- Ciprofloxacin 500 Mg Tab
- Amoxicillin 500 Mg Capsule



# Your competition has selection and price



# Speak Your Identity

- WE are the experts, we know what's out there and here is what's best
- ELIMINATE inventory redundancy
- Carry name brands, not generics



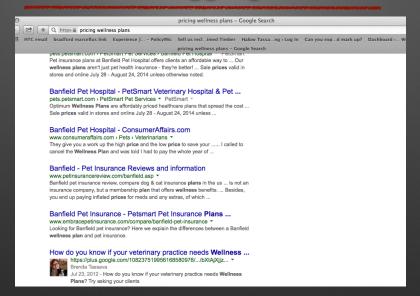
# Speak Your Identity (cont'd) Rules for Communication

- LISTEN to the client and identify their needs
- Demonstrate that you understand and that you care
- Use direct, active language like 'I'm your Bingo's health care provider', 'I advise' and 'I recommend' NEVER 'it's up to you'

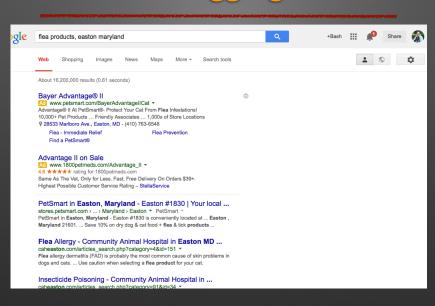




# Speak Your Identity (cont'd) Blogging



# Speak Your Identity (cont'd) Blogging



# Speak Your Identity (cont'd) Blogging



Views: 496

#### Referrers

People clicked links from these pages to get to your site.

2013-11-27	
Referrer	Views
<b>f</b> Facebook	361
peted4vetce.com	17
Search Engines	15
veterinarynews.dvm360.com	10
halowtassava.com/htc-team/	3
mail.yahoo.com	3
in linkedin.com	2
htc1mile.com/preventative-veterinary-medicine-is-no	2
mail.google.com/mail/?ui=2&ik=fba9c1f32f&view=lg&	1
halowtassavaconsulting.com/htc-team/brenda-tassav	1
vetlearn.com/practice-management/social-media-you	1
email05.secureserver.net/webmail.php?folder=INBOX	1
Total views referred by links to your blog	417

#### Top Posts & Pages

These posts on your site got the most traffic.

2013-11-27		
Title		Views
20/20 in Hindsight	allo	427
Possible Responses to Client Concerns Over the 20/20 Story	olit	35
Home	oli	6
About Us	oli	5
HTC Team	oli	4
VHMA Management Exchange	oll	3
Brenda Tassava, CVPM, CVJ	oli	3
Blog	alle	2
Bash Halow, CVPM, LVT	oli	2
Home page / Archives	olt	1
What Keeps Your Clients Happy?	oli	1
HSVMA Webinar	oli	1
Speaking and Presentations	oll	1
Online Presence	allo	1
Tiffany Killion-Consalvo, CVPM	oli	1
Consulting & Coaching	oll	1
HTC Store	ollo	1
NAVC 2014	all	1

# Keep Blogging on Schedule A Publishing Calendar

HARLES MANAGEMENT AND		Name of Street, or other Persons						
	Blogging	Facebook	Twitter	Google+	Pinterest	LinkedIn	YouTube	Networking Opps
Week 1: 12/29-1/4	MD: "Client CARE Goals: New Clients for a New Year"	X	X	X				
Week2: 1/5-1/11	Published Veterinary Career post by Bash & Leadership Meetings post by Brenda	X	X	X		X		
Week 3: 1/12-1/18	BT: "Your SoMe Content Calendar for the New Year"							
Week 4: 1/19-1/25	TC: "3 Inventory Strategies for 2014"	X	XXX	X	X	X		
Week 5: 1/26-2/1	JM: "4 Innovative Benefits to Consider in 2014"	X	XX	XX		X		J. Gillespie
Week 6: 2/2-2/8	MD: "Client CARE: The Smile Challenge"	X	XX	XX				
Week 7: 2/9-2/15	BH: "5 Cycle of Service Communication Tips for Technicians"							
Week 8: 2/16-2/22	BT: "8 Steps to a Great Leadership Team"							
Week 9: 2/23-3/1	TC: "Top 3 Technology Tips for Team Communication"	X	XX	X	X	X		1
Week 10: 3/2-3/8	JM: "Tardiness: Breaking the Cycle"							Ĭ
Week 11: 3/9-3/15	MD: "Client CARE: Conversations that Build Bonds"							
Week 12: 3/16-3/22	BH: "Write-Ups: What Are You Trying to Accomplish?"							
Week 13: 3/23-3/29	BT: "Kick-off Your SOC with a SoMe Marketing Plan"							
Week 14: 3/30-4/5	TC: "Your Quickbooks Monthly Checklist"							
Week 15: 4/6-4/12	JM:" Best 5 Ways to Give Feedback"							
Week 16: 4/13-4/19	MD: "Client CARE: Checklist Your Way to Team Success"							
Week 17: 4/20-4/26	BH: "Heartworm Compliance: The Harsh Realities of How the Profession is Doing"							
Week 18: 4/27-5/3	BT: "Workplace Culture: Take the Temperature of Your Practice Today"							
Week 19: 5/4-5/10	TC: "Quickbooks: What Goes in the COGS Category?"							
	JM: "Staff Scheduling: Handling Summer Vacation Requests"							
	MD: "Client CARE: The Dog Days of Summer and Keeping Your Cool"							
Week 22: 5/25-5/31	BH: "Anger in the Workplace: Have We Improved?"							
Week 23: 6/1-6/7	BT: "Finding Work-Life Balance During a Veterinary Practice's Busiest Season"							
Week 24: 6/8-6/14	TC: "Top 3 Things to Think About in a Self-Evaluation"							
Week 25: 6/15-6/21	JM: "Weighing the Pluses and Minuses of the 360 Review"							
Week 26: 6/22-6/28	MD: "Client CARE: Body Language that Sends the Right Message"							
Week 27: 6/29-7/5	BH: "Standards of Care: Are You Walking Your Talk?"							
Week 28: 7/6-7/12	BT: "Social Media Managers: Sample Job Description for Success"							

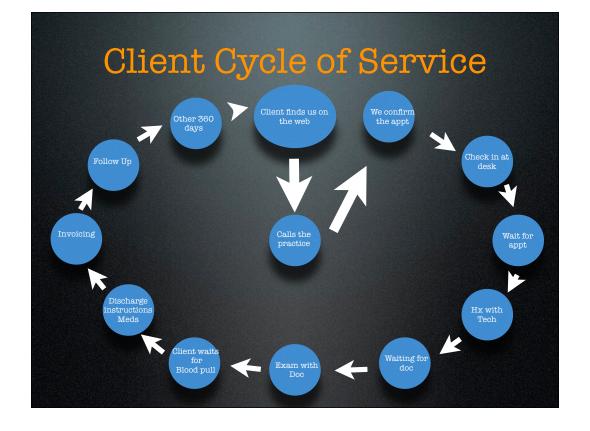
# Get Competitive



### Work as a Team

- You already provide great one-on-one service (most of the time). Now create a client service EXPERIENCE
- Meet as a TEAM
- Regularly Review the cycle of service





## A Word About 'Teams'

- Require you to care and be invested
- Require you to walk your talk
- Require you to attract respect, not demand it
- Teams practice. So practice already





# REMIND people of your relationship with them



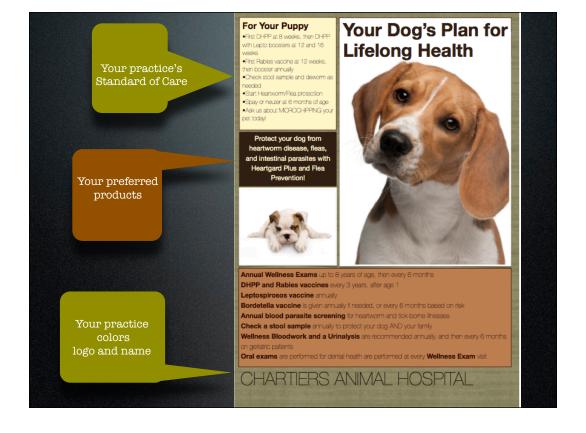
# Get Competitive Newsletters



# Newsletters Work



# Get Competitive (cont'd) Customized Marketing Materials



# Get Competitive:

# Start the day with a huddle

- Review all charts of all incoming patients prior to the start of the day
- Look for compliance opportunity
- Team will appear more cohesive
- Team will function better

# Get Competitive: close the deal on recommendations

- Puppy and Kitten kits should discuss specific products and services
- Hyperlink recommendations to online store
- Written versions should have qr codes that direct client to online pharmacy or video

Here is the gentle leader I talked about in our exam. Click here for a video on how to put a gentle leader on your dog and to purchase

#### Dr. Lori's Healthy Paws Puppy Picks



As we talked about in the exam.
Veterinary food choices can be
confusing. Here is the food I want you
to feed your new puppy. Click to
purchase (free shipping!)



My associates and I have researched all the flea products on the market. We want all of our dogs on Activyl for our area and for the parasites we see on pets. Click here to purchase



All dogs require regular toothbrushing. Please purchase this toothbrush and paste, then click here for a video on how to brush your dog's teeth



If we talked about trimming your own pet's nails, I want you to buy these trimmers for dogs that are expected to grow 18 pounds or more. Click here for a tutorial on how to clip your pet's nails

# Get Competitive (cont'd)

# Reflect on how you communicate to clients

Don't underestimate the need to train how to sell

Acknowledge that you care and understand, connect recommendations to need, and agree to move forward

Script writing sessions work!

# Get Competitive Say it Right

Flea Prevention: Are you interested in trying a new flea product?

Doctor Brody is going to talk about the new flea product that he is advising all of our clients to switch to. It's not a messy application; it's a treat and it's more effective than one that you are using.

# Get Competitive Say it Right

Flea Prevention: Do you have enough flea preventative?

Did Linda tell you about the great promotion we currently have for on our new product, NexGard?

# Get Competitive Say it Right

How did I do? "Have I answered all of your questions?

We talked about HW prevention, wellness blood screens and our home delivery option. I'm going to send you an email about each of these topics. Is there anything else you'll require?

# Get Competitive

### Say it Right

PreSurgical Bloods: Presurgical Bloods are optional. Is that something you want to do today?

Most importantly, the estimate includes a presurgical blood profile that alerts us to any organ dysfunction that could compromise Rye's wellbeing during anesthesia

# Summary

- Know your identity
- Look and live your identity
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# Connect with HTC!

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**Questions?**