



Lawrence Lee Capone

Jr. DVM

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PROFESSIONAL SUMMARY

Accomplished Practice Owner / DVM and Shelter Veterinarian with JPaws, adept in surgical procedures and compassionate communication. Leveraged expertise in preventive care and client education to significantly enhance patient outcomes and foster strong client relationships. Mentored staff, optimizing operations and achieving notable growth in a competitive market. Demonstrates exceptional diagnostic imaging and emergency care skills, ensuring high-quality animal healthcare.

ACCOMPLISHMENTS

Advanced dentistry skills

SKILLS

- Wound Management
- Surgical Procedures
- Medication Administration
- Client Education
- Treatment Planning
- Injury Treatment
- Proper Animal Restraint
- Preventative Medicine
- Emergency Care
- Patient relationship
- Suturing Techniques
- Pathology analysis
- Orthopedic procedures
- Chart management
- Euthanasia Procedures
- Behavioral Counseling
- Parasite control
- Vaccinations
- Operating [Equipment](#)
- Internal Medicine

- management
- Compassionate communication
- Preventive Care
- Diagnostic Imaging
- Emergency pet care
- Chronic and acute conditions
- Exotic Animal Care
- Illness assessment and treatment
- Animal diagnostics
- Medical Recordkeeping
- Animal dentistry
- Surgical expertise
- Laboratory skills
- Effective owner communication
- Vaccination protocols
- Staff Mentoring
- Ophthalmology treatments
- Vaccination Administration
- Pet owner rapport
- Canine and feline intubation
- Pharmacology knowledge
- Pain Management
- General anesthesia monitoring
- Reproductive Health
- Anesthesia Administration
- Dental Procedures
- Tick Removal
- Stress resilience
- Animal Care
- Wound Care
- Euthanasia
- Disease and chronic condition treatment
- Client Counseling
- Feline cat bag restraint
- Canine health issues
- Microchip Administration
- Tail restraint
- Conduct necropsies
- Parasitic Visual Exams
- Necropsy
- Catalase testing
- Intraperitoneal injection

WORK HISTORY

PRACTICE OWNER / DVM

06/1982 to 05/2022

Self Employed | Mandeville, LA

- Managed day-to-day business operations.

- Developed and maintained strong relationships with clients, resulting in repeat business and referrals.
- Oversaw daily operations, ensuring all tasks were completed accurately and efficiently by team members.
- Increased customer satisfaction by implementing efficient business processes and providing exceptional service.
- Managed financial aspects of the business, including budgeting, financial reporting, and tax preparation.
- Consulted with customers to assess needs and propose optimal solutions.
- Hired trained, and managed a high-performing team of employees dedicated to achieving company goals.
- Trained and motivated employees to perform daily business functions.
- Implemented marketing strategies to increase brand awareness and attract new customers.
- Established a positive workplace culture that fostered employee engagement, collaboration, and loyalty.
- Negotiated contracts with suppliers for better pricing and terms, reducing overall costs for the business.
- Evaluated suppliers to maintain cost controls and improve operations.
- Established foundational processes for business operations.
- Achieved financial growth with strategic planning, cost control measures, and targeted marketing efforts.
- Organized and attended trade shows and special events to showcase products, network with other businesses and attract new customers.
- Enhanced operational efficiency and productivity by managing

budgets, accounts, and costs.

- Evaluated industry competition regularly to maintain a competitive advantage in the marketplace.
- Successfully navigated challenging economic conditions by making informed decisions that protected the business's financial stability.
- Monitored market conditions to set accurate product pricing and take advantage of emerging trends.
- Ensured regulatory compliance by staying abreast of industry-related changes and implementing necessary policies or procedures as needed.
- Mentored staff members on best practices in customer service and sales techniques, leading to increased performance levels.
- Expanded product offerings by researching market trends and identifying potential growth opportunities.
- Conducted target market research to discover customer needs and analyze competitor trends.
- Generated revenues yearly and effectively capitalized on industry growth.
- Streamlined operations to improve efficiency, enabling more time to be spent on strategic planning and decisionmaking.
- Used knowledge of market trends to create value-added solutions resulting in significant increase in revenues.
- Trained and developed team members to build human capital.
- Established, optimized and enforced business policies to maintain consistency across industry operations.
- Cultivated forward-thinking, inclusive and performance-driven company culture to lead industry innovations.
- Diversified revenue streams by exploring new markets and developing innovative products or services tailored to those

markets" needs.

- Fostered an environment promoting continuous improvement empowering employees to identify opportunities for enhancing operational efficiency.
- Discovered areas of improvement by generating quarterly operational and sales reports.
- Proactively identified areas of risk within the organization implemented necessary safeguards mitigating any potential negative impact on the business.
- Spearheaded initiatives aimed at improving internal communication channels between team members facilitating greater collaboration across departments.
- Managed large budgets, collaborating with other departments to eliminate redundancies.
- Interacted well with customers to build connections and nurture relationships.
- Managed purchasing, sales, marketing and customer account operations efficiently.
- Negotiated price and service with customers and vendors to decrease expenses and increase profit.
- Cultivated and strengthened lasting client relationships using strong issue resolution and dynamic communication skills.
- Handled problematic customers and clients to assist lower-level employees and maintain excellent customer service.
- Implemented business strategies, increasing revenue, and effectively targeting new markets.
- Assisted in recruiting, hiring and training of team members.
- Scheduled employees for shifts, taking into account customer traffic and employee strengths.

- Recruited, hired, and trained initial personnel, working to establish key internal functions and outline scope of positions for new organization.
- Trained and guided team members to maintain high productivity and performance metrics.
- Identified and qualified customer needs and negotiated and closed profitable projects with high success rate.
- Observed each employee's individual strengths and initiated mentoring program to improve areas of weakness.
- Tracked employee attendance and punctuality, addressing repeat problems quickly to prevent long-term habits.
- Monitored daily cash discrepancies, inventory shrinkage and drive-off.
- Tracked trends and suggested enhancements to both challenge and refine company's product offerings.
- Reduced financial inconsistencies while assessing and verifying billing invoices and expense reports.
- Updated and resolved incidents and managed accessorial charges objectively while maximizing profit.
- Supervised creation of exciting merchandise displays to catch attention of store customers.
- Implemented innovative programs to increase employee loyalty and reduce turnover.
- Reduced budgetary expenditures by effectively negotiating contracts for more advantageous terms.
- Reduced operational risks while organizing data to forecast performance trends.
- Raised property accuracy and accountability by creating new automated tracking method.

- Launched staff engagement, gender diversity and cultural programs in addition to robust reporting tool that increased operational quality.
- Reported issues to higher management with great detail.

SHELTER VETERINARIAN

05/2022 to CURRENT

JPaws | Harvey, La.

- Euthanized animals humanely due to conditions such as cancer or advanced age.
- Actively participated in continuing education opportunities to stay current on advancements within the veterinary field.
- Practiced veterinary medicine with emphasis on preventive care, chronic disease management and emergency medicine in small animals.
- Communicated with pet owners regarding pet diagnosis, prognosis and treatment.
- Established positive relationships with clients through clear communication about their pets' healthcare needs and follow-up appointments.
- Administered vaccinations to prevent the spread of common infectious diseases among animals in the community.
- Managed inventory of medications and supplies to ensure adequate stock levels while minimizing waste or expiration of products.
- Conducted thorough physical examinations of animals to assess overall health and identify potential issues.
- Performed surgical procedures for better animal health, including spaying, neutering, and orthopedic surgeries.
- Developed comprehensive treatment plans to address complex

medical conditions in collaboration with clients and referring veterinarians.

- Provided emergency services during after-hours situations for critical patient care when needed.
- Collaborated with veterinary technicians for efficient patient care, ensuring accurate test results and timely treatments.
- Teamed with other veterinarians in large mixed practice to deliver care services.
- Managed medication administration, dispensed prescriptions and replenished inventory, carefully accounting for controlled substances.
- Improved patient outcomes by accurately diagnosing and treating various animal illnesses and injuries.
- Gathered pet health histories and symptoms to identify root cause of medical issues.
- Created a welcoming environment for pet owners by addressing concerns with empathy and providing comprehensive explanations of treatment options.
- Provided effective pain management solutions using appropriate pharmaceuticals tailored to each individual patient's needs.
- Utilized diagnostic imaging tools such as X-rays or ultrasounds for accurate identification of internal injuries or abnormalities in patients.
- Promoted preventive measures by conducting regular dental cleanings and assessments to improve overall oral health in patients.
- Reviewed pet health history, examined animals, conducted tests and prescribed treatments for diagnosed conditions.
- Performed both scheduled and emergent surgeries on small

animals and exotic species.

- Educated pet owners on proper care techniques, such as diet, exercise, and preventative medicine.
- Delivered compassionate end-of-life care through thoughtful communication with pet owners and administration of humane euthanasia when necessary.
- Mentored junior veterinarians in best practices for diagnosis, treatment planning, surgery, and client communication.
- Conducted community rabies clinics every spring to offer free or low-cost rabies vaccinations to pets for low-income owners.
- Maintained a high standard of cleanliness within the clinic facility by adhering to strict sanitation protocols.
- Induced anesthesia by inhalation or intravenous, intramuscular, or subcutaneous injection.
- Developed personal veterinary medicine practice with specialties in preventive care and chronic disease management.
- Worked with local animal rescue organizations, wildlife officers and county shelter to provide veterinary services to animals on pro bono basis.
- Treated average of [Number](#) animals each month.
- Developed partnerships with local animal shelters, providing discounted services to increase pet adoption rates and improve overall community animal welfare.
- Led, coached and developed team of associate veterinarians in all aspects of patient care and client management.
- Examined large and small animals to detect and determine nature of diseases or injuries.
- Enhanced clinic efficiency by streamlining appointment scheduling and maintaining organized medical records.

- Conducted community classes on animal care and husbandry, parasite prevention and nutrition for various groups.
- Diagnosed animal diseases through examinations, observation and testing.
- Collected animal blood samples and prepared specimens for shipment and laboratory testing.
- Quarantined infected animals for specialized treatment to curtail disease spread.
- Helped improve animal wellbeing by advising owners on better care strategies and treatment options.
- Developed and implemented safety protocols to protect staff, guests and animals.
- Dressed wounds and prescribed medication to prevent infection.
- Maintained detailed diagnosis and treatment records for future reference.
- Set animals' bones to promote proper healing.

EDUCATION

B.S. | Pre-veterinary Medicine / Animal Science

Southeastern Louisiana University, Hammond, LA

Doctor Of Veterinary Medicine | Veterinary Medicine & Surgery *05/1979*

Louisiana State University , Baton Rouge, LA

AFFILIATIONS

member of AVMA

member of Louisiana Veterinary Medical Association