



2025 Year in Review: Growth, Grit & Groundwork for 2026

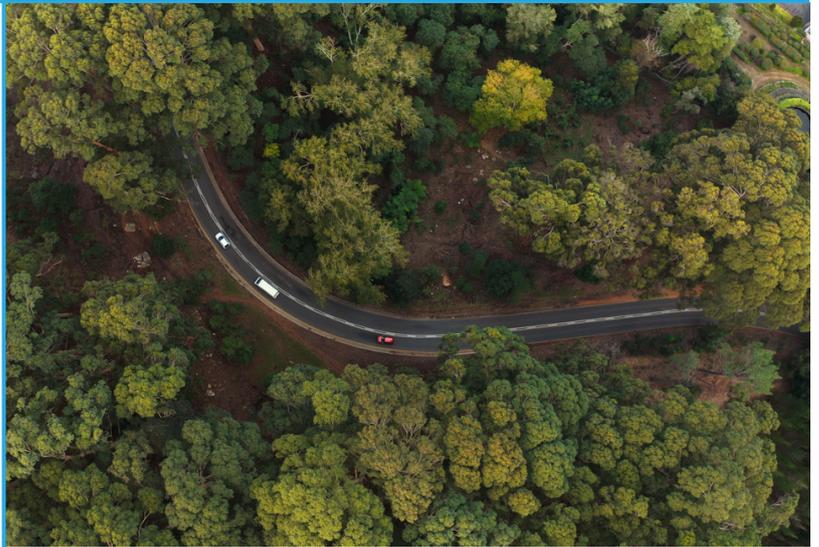
By Ami Assigal

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Systems create freedom

Ami Assigal



As 2025 draws to a close, I've taken time to reflect on what this year taught me—professionally, operationally, and personally. It's been a year of movement, discipline and refining the foundations across everything I lead: healthcare operations, business strategy, leadership development and team culture.

If 2024 was the warm-up, 2025 was the year that forced clarity. It asked tougher questions, demanded stronger boundaries, and rewarded structure over speed.

Across Practice Partners, Innovate Health Group, and the newly launched Practice Partners Podcast—this year has been about building something sustainable, valuable and future-focused.

Key Wins & Milestones of 2025

2025 was a year of clarity, structure and resilience. From launching the Practice Partners Podcast to strengthening systems across Practice Partners and Innovate Health Group, this year demanded smarter leadership, stronger boundaries and tighter operations.

The lessons were clear: systems create stability, financial visibility prevents vulnerability, and strategic leadership matters more than speed. With these foundations in place, 2026 is set to be a year of intentional growth, smarter scaling and more empowered leadership.



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1. Launching the Practice Partners Podcast (January 2025)

This was one of the biggest highlights of the year.

Launched in January 2025, the Practice Partners Podcast quickly grew into a trusted industry resource for:

- practice managers
- owners
- GPs
- nurses stepping into leadership
- allied health organisations

The feedback was clear:

- ✓ practical
- ✓ honest
- ✓ no fluff
- ✓ actually usable

The podcast allowed open conversations about:

- business structure
- Medicare
- recruitment
- leadership
- navigating complexity without overwhelm

It became an educational tool that filled a visible gap in the Australian healthcare landscape.

2. Practice Partners scaled with deeper intention

2025 wasn't about taking on more clients—it was about taking on more aligned clients.

Highlights included:

- Rebuilding or reopening practices experiencing structural breakdown
- Supporting owners through major operational transitions
- Designing robust financial, operational and recruitment frameworks
- Mentoring new and existing leaders into stronger performance

It became a year of transforming practices from reactive to proactive — from chaos to clarity.

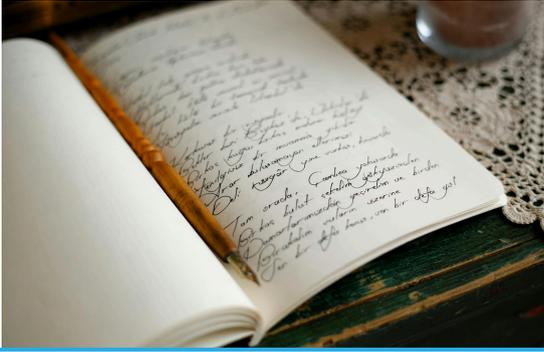
3. Innovate Health Group matured operationally and culturally

Across Innovate Health Group, 2025 was about levelling up.

This included embedding:

- stronger clinical and admin leadership pathways
- clearer accountability and communication systems
- improved P&L visibility and decision-making
- nurse-led models and revenue diversification
- modern patient flow, recalls and stock processes
- consistent Monday.com usage to reduce dependency and overwhelm

The result was an organisation functioning with more rhythm, predictability and stability—without sacrificing quality or patient experience.



What 2025 taught me

2025 delivered some of the biggest leadership lessons of my career.
It challenged me to stretch, refine and recommit.



Growth begins with structure.

Ami Assigal

1. Leadership must be consistent, not convenient

This year confirmed that:

- inconsistent direction confuses teams
- unclear expectations cause overwhelm
- silence creates assumptions
- boundaries protect—not restrict

Leadership is not just being available.

It's being structured, predictable and reliable.

2. Systems solve what people cannot

You can't hire your way out of poor structure.

You can't train your way out of flawed workflow.

2025 reinforced that system-first businesses:

- reduce reliance on personalities
- handle change better
- scale safely
- retain talent longer

Systems create freedom.

Lack of systems creates chaos.

3. Financial clarity must happen in real time

This year, I saw the power of:

- forecasting
- utilisation analysis
- cost-to-serve modelling
- accurate reporting
- structured recruitment plans

2025 taught me that visibility prevents vulnerability.

4. Boundaries became business strategy

Clear boundaries in 2025 protected:

- my time
- my energy
- my team
- my priorities
- my decision quality

“No” became a strategic tool — not a negative one.

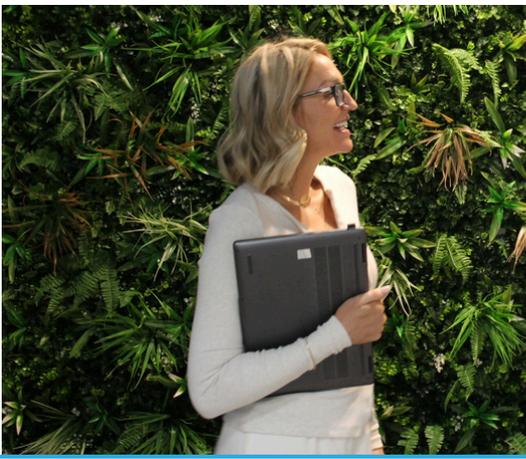
5. Resilience is built in seasons of pressure

Personally and professionally, 2025 required strength I didn't anticipate.

But it also proved:

- hard seasons produce clarity
- clarity produces direction
- direction produces stability

I step into 2026 stronger because of what 2025 demanded.



What I'm Taking Into 2026

2026 is the year of refinement, elevation and strategic expansion.



Boundaries protect success.

Ami Assigal

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1. Grow the podcast into a **leading national resource**

Next year will include:

- more deep-dive episodes
- expert guests
- financial analysis topics
- real-world practice case studies
- leadership mini-series
- step-by-step operational breakdowns

The goal is to continue giving the industry something practical and truly usable.

2. **Strengthen leadership capability** across every business

2026 will double down on:

- role clarity
- KPIs linked to behaviour and accountability
- communication frameworks
- onboarding and mentoring workflows
- structured development plans

Leaders need structure; structure needs discipline.

3. Build **scale-proof systems** that support growth

My priority is:

- reducing dependency on individuals
- simplifying compliance
- building automated workflows
- streamlining clinical and admin handovers
- ensuring practices can expand without chaos

“Scale” is no longer just a goal—it's becoming the design.

4. **Prioritise energy, time and strategic thinking**

2026 will not be about being busy.

It will be about being effective.

This includes:

- fewer reactive tasks
- more forward planning
- better delegation frameworks
- limiting noise and distraction
- choosing high-value priorities

If 2025 was about tightening,

2026 is about elevating.

Closing Thoughts - 2025 was a year of growth, awakening and structural transformation.

It demanded more from me—but in return, it gave me clarity, confidence and direction that I'm taking boldly into 2026.

I am grateful for:

- the clients who trust me
- the teams who back the vision
- the leaders growing under my mentorship
- the businesses thriving under stronger foundations
- and the resilience that carried me through every challenge

Here's to a stronger, smarter, more intentional 2026.