

THE LEAP

ISSUE 12 **JAN 2026**

THE ROBOTS ARE COMING

*THE QUIET REVOLUTION
IN THE O.R.*

THE PROGRESS WHEEL

BUILD BY MOVING

STAYING SHARP

BRUSH UP ON YOUR
DERMAPURE® TALKTRACK

TABLE OF CONTENTS



05 FROM THE FOUNDER

Thank you for an incredible year!

12 THE BIG IDEA

What 2026 holds for the O.R.

06 HUMAN RESOURCES UPDATES

Fresh faces, fresh energy, birthdays, anniversaries & events

14 THE COACH'S CORNER

The Progress Wheel

07 THE VIBE CHECK

The hidden work we do, and why it's crucial

16 YOUR MONTHLY RESOURCE

Are you really still typing?!

10 STAYING SHARP

Brush up on the science of DermaPure®



From the *Founder*

As we step into a new year, I want to start with one simple thing: thank you.

The end of 2025 asked a lot of us.

We carried a heavy case volume. We navigated late changes, tight timelines, and real-world chaos that doesn't show up on a spreadsheet. We took care of customers who were stretched thin. And we did it while keeping our standards high.

If you worked late to make a case happen, answered the phone when it would've been easier not to, or stayed calm when a situation got loud, I want you to know this: your effort mattered.

Not just to Leap. To the surgeon who had what they needed. To the hospital team that avoided a scramble. And most importantly, to the many patients who got the right outcome because the room ran smoothly.

That's what this company is built on: people who show up when it counts.

Why I'm excited about 2026

This year isn't about "doing more." It's about doing what we already do best, with more clarity and more leverage.

We're building the kind of platform this industry has needed for a long time: independent, relationship-driven distribution with real infrastructure behind it. That means cleaner execution, stronger support for our distributors and reps, and a better experience for the facilities and surgeons we serve.

You will see us:

- tighten our playbooks so the work feels simpler
- invest in systems that reduce admin drag
- expand capability without losing the personal, local edge that makes us different



Most importantly, we are building this so you will feel it in the day-to-day: fewer fires, faster answers, and more wins that we can repeat.

Let's start the year the right way. Take a moment to be proud of what you pushed through to close out 2025. And let's start the new year with confidence.

The great news is that we aren't starting from zero. We're starting from huge momentum.

I'm grateful to be building this with all of you.

Jonathan Knickerbocker
JONATHAN KNICKERBOCKER

HR UPDATES

WHAT'S NEW IN THE WORLD OF PEOPLE AND POLICY

January Birthdays

Andrew Beaird - January 30
Jaida Marks - January 30

February Birthdays

Tracey Marshall - February 17
Rita Rubio - February 25



Totally
Epic

Work Anniversaries

SCOTT BRICKER - **2 YEARS** - 2/5/26

JEFF FOX - **2 YEARS** - 2/5/26

CURTIS MATTHEWS 02/06 - **3 YEARS** - 2/6/26



New Faces. *Fresh Energy.*



Alex Shoup

Bringing a sharp analytical mindset and a recent degree in Business Analytics and AI from UT Dallas, Alex Shoup joins the Leap team as our new Sales Commission Specialist.



Jarod McAuliff

We're thrilled to welcome Jarod McAuliff to Leap Distributors as a Sales Consultant in Tulsa, where he will provide high-stakes support for surgeons across orthopedics, limb salvage, and biologics.



the vibe
Check

THE HIDDEN WORK

THE THINGS WE DO IN THE SHADOWS THAT CHANGE EVERYTHING

Everyone sees the moment the case starts. Almost no one sees what it took to make that moment feel easy. They don't see the calls, the double-checks, the quiet confirmations, or the "just making sure" message that saves a morning. They don't see the note you wrote so someone else wouldn't have to guess. They don't see you staying calm when the situation turns sharp. That's the hidden work, and it's the difference between a business that survives and a team that becomes trusted.

The truth about the work that matters

In our world, outcomes are public, but the work that creates them usually isn't. A surgeon doesn't remember every rep who said they'd help. They remember the person who showed up with the right thing, at the right time, with zero drama. A hospital doesn't care how hard the back-end was. They care that the room ran. Most of what we do doesn't get a spotlight, and that's fine. We're not here for applause. We're here because a lot of patients don't get second chances and OR teams don't have time for uncertainty.



What hidden work looks like (and why it's powerful)

Hidden work is rarely heroic. It's usually boring. It's the stuff you could skip and no one would notice...until the day it breaks. Here are a few examples that define pros:

- The second confirmation. Not because you don't trust people, but because you respect the stakes.
- The clean handoff. You leave the next person clarity, not questions.
- The note that closes the loop. One sentence that prevents five follow-up calls.
- The calm tone in a tense moment. You don't add heat. You lower it.
- The "I already handled it" message. Simple. Direct. No confusion.

Hidden work isn't glamorous, but it's what makes everyone else's job easier. And when you make the room easier to run, you become hard to replace.

Why it goes unnoticed

Hidden work has an unfair reality: when you do it well, it disappears. Problems don't happen. Delays don't stack. People don't scramble. The day feels normal. But "normal" in healthcare is not accidental. It's engineered. It's built by people who think ahead and do the work before anyone asks. So if you've ever felt like your best work was invisible, good. That probably means it worked.

A standard worth keeping

Here's a January standard that'll change your week: End every day by making tomorrow easier. Ask yourself what's still pending that you can finish in 10 minutes, what you'll wish you'd confirmed when you wake up tomorrow, and what would make the next handoff clean. Then do one of those things. Not because someone will praise it, but because it's what pros do. It's what we do.

The mindset that wins long-term

The teams that win aren't the teams with the most energy. They're the teams with the most reliability. Reliability is built in the shadows. It's built when no one's watching. It's built when it would be easier to say, "It's probably fine," but you make the call anyway.

That's the vibe.

That's Leap.





STAYING *Sharp*

DermaPure® is a decellularized dermal allograft designed to act as a cover or barrier for areas needing replacement of integumental tissue.¹ In practice, it's a soft tissue solution surgeons can use when they need coverage, supplemental support, and protection from mechanical stress without a complicated workflow.²

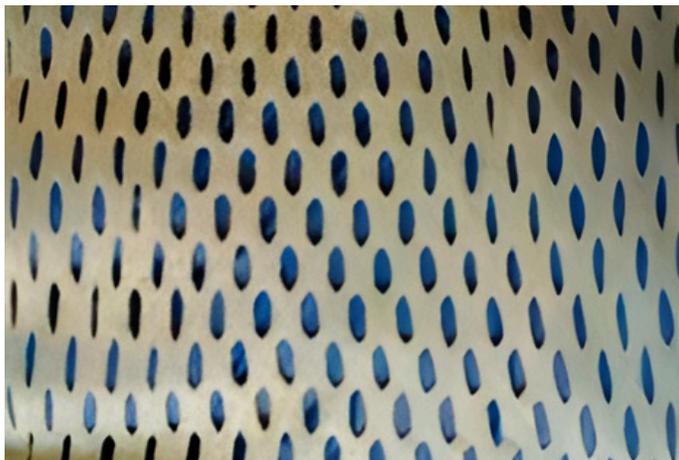
The differentiators that matter in surgeon language

When you're talking to a surgeon, you don't win by saying "best-in-class." You win by translating what's different into what it changes in the case.

- Intact vascular-like channels (structure you can point to). DermaPure has intact vascular-like channels present prior to application, which helps stimulate revascularization and native cell proliferation.¹
- Integration that closely approximates native tissue. DermaPure integrates with and closely approximates the structure and function of native tissue.²
- dCELL[®] processing: decellularization + preservation, not just stripping. dCELL[®] technology uses a low concentration of SDS to remove donor cells and cellular debris, nuclease treatment for >99% DNA removal, protease inhibitors to help preserve tissue structure and biomechanical properties, and terminal irradiation to provide microbial sterility.²

What matters clinically (the "why" behind the product)

- Acellular matrix, built to support healing. DermaPure is an engineered acellular matrix designed to stimulate the body's response in complex and chronic wounds.¹
- Native components emphasized. DermaPure retains collagen and elastin (and other matrix components), supporting strength and handling.¹
- A predictable, usable graft. DermaPure is designed for enhanced handling and suturability without trading off biomechanical properties.¹



Sources
TRX BioSurgery, "DermaPure[®] Decellularized Dermal Allograft" product sheet, 2016.
TRX BioSurgery, "DermaPure[®] & DermaPure[®] Meshed with patented dCELL[®] Technology" product sheet
Greaves, Nicholas S., et al. "Skin substitute-assisted repair shows reduced dermal fibrosis in acute human wounds validated simultaneously by histology and optical coherence tomography." *Wound Repair and Regeneration*, 2015. DOI: 10.1111/wrr.12308.

Two formats, two surgical use-cases

DermaPure[®] (sheet) is the straightforward option when the surgeon wants controlled placement and simple coverage.² DermaPure[®] Meshed changes the conversation when:

- the defect is larger and coverage area matters²
- the surgeon wants fluid egress without extra steps²
- the team wants to avoid manual meshing in the OR²

The three surgeon questions you should be ready to answer

1. "What's different about this compared to other options?" Lead with what's defensible:
 - intact vascular-like channels present prior to application¹
 - integrates with and closely approximates native tissue structure/function²
 - dCELL[®] processing designed for near-complete DNA removal and tissue structure preservation²
2. "What's my workflow?" Keep it simple:
 - confirm desired size ahead of time (don't decide in the room)
 - select Meshed when egress and larger coverage will reduce friction²
 - reinforce that the goal is to make coverage feel routine, not precious
3. "What outcomes does this category support?" Stay honest and cite the category-level evidence.
 - In a prospective human study of acute punch biopsy wounds, decellularized dermis was evaluated alongside other modalities with measures of fibrosis and morphology assessed over time.³ The bigger point: the field is paying attention to remodeling and tissue quality, not just closure.

Rep talk track

If you only remember one script, use this:

"If your priority is reliable coverage plus support and protection from mechanical stress, DermaPure is a clean option.² The differentiators are the structure: intact vascular-like channels and a processing method built to remove DNA while preserving tissue architecture.^{1 2} If you want larger surface area coverage and fluid egress without manual meshing, DermaPure Meshed simplifies that workflow.² We can size it ahead of time so it's one less variable on the day of surgery."



In healthcare, revolutions rarely arrive with a countdown. They show up as new defaults. A robot cart that's suddenly on every capital plan.¹ A documentation tool that's "just a pilot" until it's on every clinician's desktop.² A new device clearance that looks incremental until it changes what surgeons expect from every case.³ That's 2026 – not because one technology wins, but because the OR is becoming an ecosystem where tools, data, and workflow start behaving like one connected system.

The shift: from tools to operating models

For decades, the OR has been built around individual products: implants, disposables, capital, biologics. Each one matters. But the winning advantage is changing. More and more, the advantage is the operating model behind those tools. The question is no longer, "Is this product good?" It's: Does it integrate into the way we actually operate? Does it make the team faster without sacrificing safety? Does it reduce variability? Does it scale across sites and surgeons? In 2026, those questions are getting sharper because the tech stack is getting smarter.

Why 2026 feels different

Robotics is back in the center of the conversation. Robotic platforms are evolving and expanding, with new systems and launches keeping soft tissue robotics in the spotlight and forcing hospitals to decide what they're standardizing around.¹ This matters because robotics doesn't just change a case. It changes scheduling, training, instrumentation, staffing, preference cards, and the economics of throughput. When robotics grows, the OR becomes less about "what's on the shelf" and more about "what's the system."

AI is moving from novelty to infrastructure. Healthcare is accelerating its adoption of gen AI, including tools that listen, summarize, and draft clinical documentation in real time.² For the surgeon and the OR team, the promise isn't "cool tech." It's time back. Time back means less burnout, fewer dropped details, cleaner handoffs, and a workflow that feels more controlled. And once a tool reliably gives time back, it stops being optional.

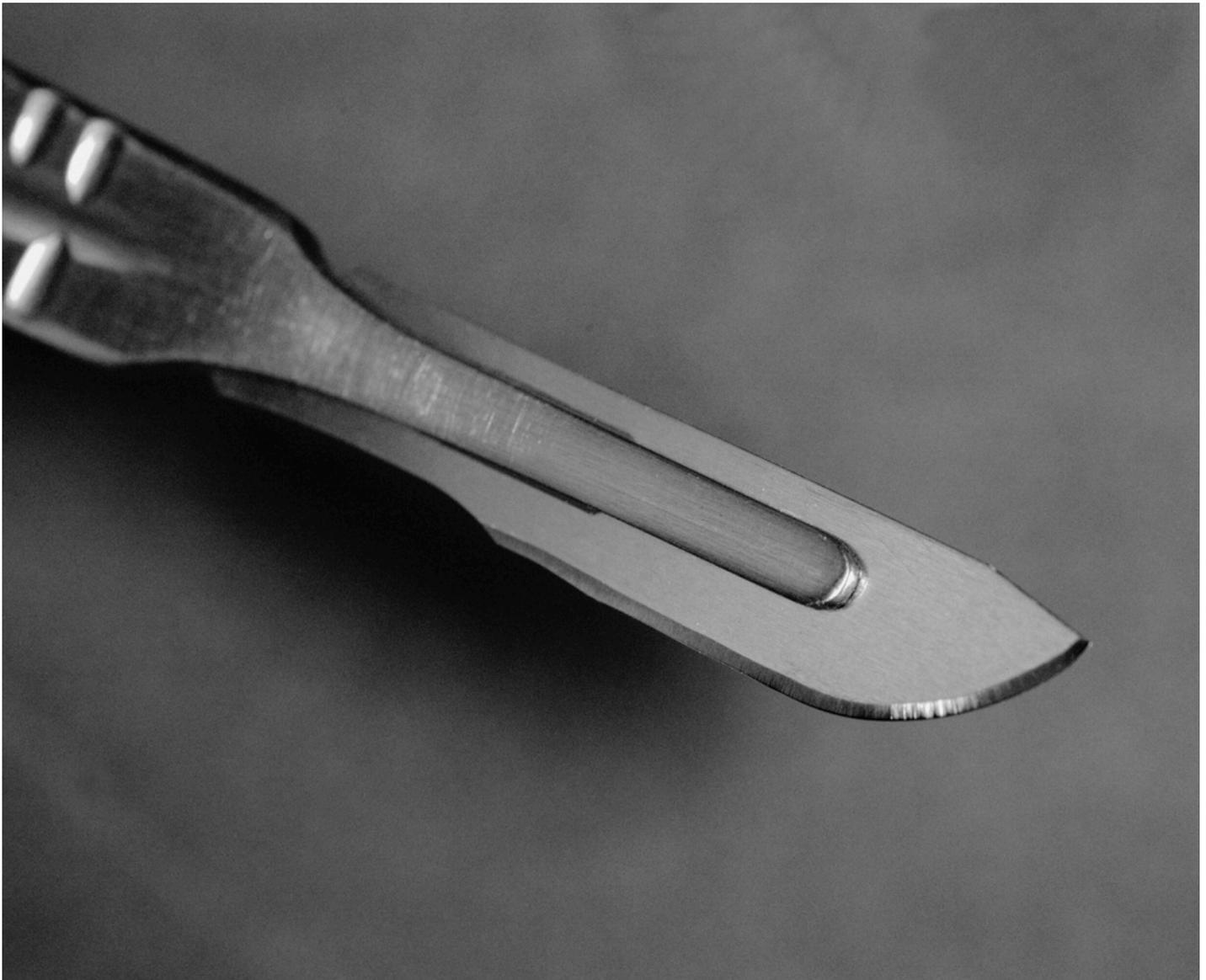
The market is rewarding devices that remove friction. In 2026, attention is landing on devices and systems that either create new capabilities or remove steps from existing workflows. That includes innovation across areas like surgical robotics, imaging, and other device categories shaping the year.³

What this means for Leap

Leap is built for a world where outcomes depend on the total experience. Surgeons don't want more vendors. They want fewer variables. Hospitals don't want another product pitch. They want a partner who helps the day run. Our advantage is simple: we understand what happens in the room, we bring products that work, and we show up with the operational discipline that makes adoption stick. As the OR becomes more system-driven, the value of a trusted, clinically fluent partner goes up. Because when the tools get more advanced, the penalty for sloppy execution gets bigger.

The question to carry into Q1

If 2026 is the year "assistance" becomes a system, here's the question every team should ask: Where are we still relying on memory, heroics, and habit instead of a repeatable process? That's where the opportunity lives - not in the loudest innovation, but in the quiet upgrades that make better outcomes inevitable.



Sources

1. MedTech Dive. "4 medtech topics to watch in 2026." MedTech Dive, 2026. <https://www.medtechdive.com/news/4-medtech-topics-trends-2026/809091/>
2. McKinsey & Company. "What to expect in US healthcare in 2026 and beyond." McKinsey, 2025. <https://www.mckinsey.com/industries/healthcare/our-insights/what-to-expect-in-us-healthcare>
3. Dubinsky, Lauren. "The medical devices poised to shape medtech in 2026." Modern Healthcare, Dec. 22, 2025. 2026

THE COACH'S CORNER



THE PROGRESS WHEEL: WHY
ACTION CREATES MOTIVATION
(NOT THE OTHER WAY AROUND)

Most people treat January like a motivational event. They wait for the spark. They wait for the “new year feeling.” They wait for the perfect Monday. But high performers don’t build momentum by waiting. They build it by moving.

Here’s the truth most people miss: motivation is usually the reward for action, not the requirement for it. We assume motivation comes first and action follows. In real life, it’s backwards. You take a small action, your brain gets proof, and then motivation shows up. You don’t feel ready and then start. You start, and then you feel ready. That’s why the beginning of progress always feels heavy. The wheel isn’t broken. It’s just not moving yet.

The metaphor: progress is a wheel

Progress is a wheel you push. At first it resists. The wheel feels dead weight, and every step costs more effort than it “should.” That’s normal. But if you keep pushing, the wheel starts to turn. Then it turns more easily. Then it starts to carry its own momentum. Eventually, it feels like the work is pulling you forward instead of you forcing it.

The goal isn’t to find motivation. The goal is to earn momentum.

The January flywheel (built for real life)

Here’s a simple system you can run every week. Keep it boring. Keep it consistent. That’s the point.

1. Pick one win condition for the week. Not five. One. Make it measurable and tied to outcomes. Examples: “Book five surgeon touchpoints.” “Clear a defined number of open POs by Friday.” “Schedule three in-services.” A win condition gives the week a finish line instead of endless motion.
2. Take the first action within 24 hours. Don’t plan forever. Don’t “get organized” for three days. The first move is the ignition. Put it on the calendar and do it. Even if it’s small. Especially if it’s small.
3. Remove one point of friction. Every week has a predictable slowdown: a message you rewrite every time, a handoff that gets messy, a note system that disappears, a follow-up that drags. Fix one thing. Create a template. Build a checklist. Write the standard message once. Put the info in one place. Friction is the silent killer of momentum.

4. Close one loop every day. Loose ends don’t just take time. They take attention. They create a low-grade pressure that makes you avoid the work you actually need to do. Every day, close one loop: send the email, confirm the details, update the notes, make the call. Closed loops don’t just reduce stress. They create confidence.

Why this works

Because it creates proof. Proof that you can move. Proof that you can finish. Proof that you’re not stuck.

And once you get proof, motivation follows. Not the motivational-poster kind. The real kind. The kind that shows up when you look back at the last five days and realize you kept your word to yourself.

The standard to carry forward

If you only keep one idea from this section, keep this: don’t negotiate with your mood. Mood changes. Standards don’t. The wheel moves when you push it, not when you feel inspired.

So start smaller than your ego wants.

Do the first rep.

Make the first call.

Write the first message.

Close the first loop.

Then do it again tomorrow.

That’s how the wheel turns.

That’s how momentum compounds.

That’s how progress becomes inevitable.

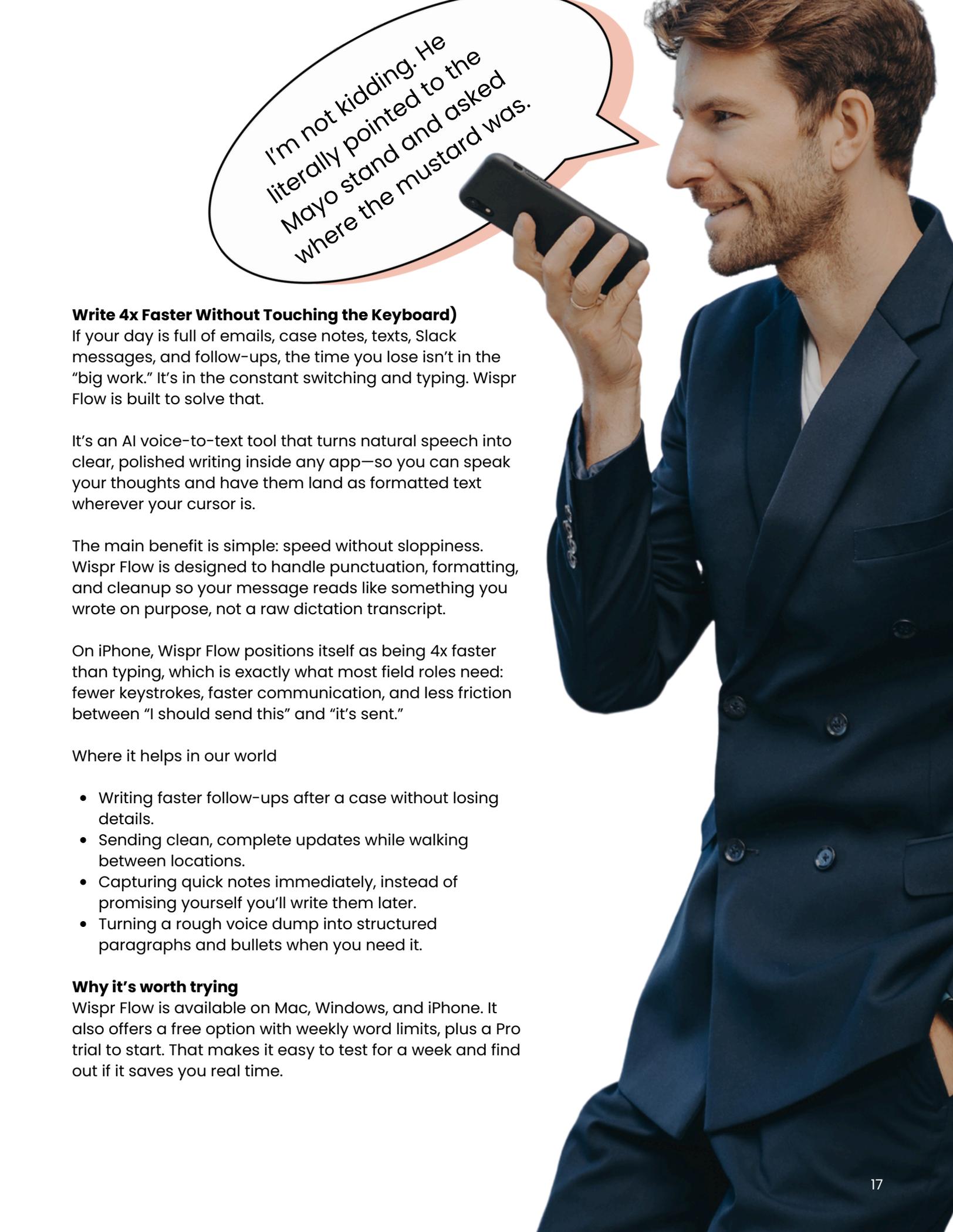


Your Monthly RESOURCE

Typing is soooooo 2000 and Late



Meet
Wispr Flow

A man with short brown hair and a beard, wearing a dark blue suit jacket, is shown in profile from the chest up. He is holding a black smartphone in his right hand and looking at it with a slight smile. A large speech bubble with a black outline and a light pink shadow is positioned above the phone, containing the text: "I'm not kidding. He literally pointed to the Mayo stand and asked where the mustard was."

I'm not kidding. He
literally pointed to the
Mayo stand and asked
where the mustard was.

Write 4x Faster Without Touching the Keyboard)

If your day is full of emails, case notes, texts, Slack messages, and follow-ups, the time you lose isn't in the "big work." It's in the constant switching and typing. Wispr Flow is built to solve that.

It's an AI voice-to-text tool that turns natural speech into clear, polished writing inside any app—so you can speak your thoughts and have them land as formatted text wherever your cursor is.

The main benefit is simple: speed without sloppiness. Wispr Flow is designed to handle punctuation, formatting, and cleanup so your message reads like something you wrote on purpose, not a raw dictation transcript.

On iPhone, Wispr Flow positions itself as being 4x faster than typing, which is exactly what most field roles need: fewer keystrokes, faster communication, and less friction between "I should send this" and "it's sent."

Where it helps in our world

- Writing faster follow-ups after a case without losing details.
- Sending clean, complete updates while walking between locations.
- Capturing quick notes immediately, instead of promising yourself you'll write them later.
- Turning a rough voice dump into structured paragraphs and bullets when you need it.

Why it's worth trying

Wispr Flow is available on Mac, Windows, and iPhone. It also offers a free option with weekly word limits, plus a Pro trial to start. That makes it easy to test for a week and find out if it saves you real time.

