How can this information be successfully integrated into your career going forward?

Andrew Nawrocki December 18, 2012 10:21 AM

I think what we learned this last session can be directly put in to effect with not only developing our office policies, procedures and job descriptions, but also developing a proper protocol to not only hiring, but also firing employees properly, thus better protecting us as business owners. It is crucial to develop a team of employees that reflects our values and work ethic, properly representing us. This was a very good session, as has been the case with every session thus far.

matthew nawrocki December 28, 2012 3:15 PM

This information is another piece to the puzzle of getting our systems in place to run our Prototype. Creating our Aim / Strategic Objective and then outlining our Organizational Chart we can then begin to form our positional contracts and who will fill these roles. An employee manual is critical to this. How we will be structured (incorporated, etc.) and then what roles we as employers and our employees will play will better allow us to work "On" our companies rather than "In" our companies. We must be able to remove ourselves from being just the dentist or "technician" and start to earn passive income as opposed to active income if we are to really be able to grow our practices. Once things like employee manuals and positional contracts are in place and accountability is established in a top down structure, systems can be enacted and our "prototype" can then begin to be seen as a franchise model and is easier to duplicate, run checks and balances, and objectively measure standards put in place.

Ben Morgan November 19, 2012 10:16 PM

Having an established business plan will allow us to secure better start up financing and make decisions with certainty. By eliminating guesswork we can more quickly achieve our goals.

John Mason November 20, 2012 2:49 PM

As I previously mentioned, the organizational and fact finding skills should be invaluable going forward in all aspects of practice; it shows a different, more methodical and all-encompassing way of doing things. As for the business plan itself, the spreadsheets really require knowing the details of a practice, which leads to a more thorough knowledge of the workings of the practice, which ultimately leads to more control over the practice. It also is a fantastic way to monitor the achievement of one's goals since they are already laid out in numerical form.

Hemita Klose December 4, 2012 11:29 AM

This information is very crucial to dental career because it will not only get me one step closer to completing my business plan but it will also help me to effectively plan out what I need to produce to maintain a successful practice.

Ana Garcia November 18, 2012 12:25 AM

After creating my business plan, I hope to be able to negotiate with the bank a good deal with minimum fees and low interest rate.

Larry Smith November 18, 2012 11:31 AM

Manage an ongoing private practice and build absolute confidence that I now have the tools to expand in a predictable setting.

Hemita Klose November 9, 2012 6:33 PM

The embezzlement discussion was particularly important in that many people talk about being embezzled from, or hear of it happening to other people but I had never heard of all of the ways to prevent it. I hope to be able to prevent it in the future or at the very least, make it extremely difficult for an employee to attempt.

masfrijoles@gmail.com October 21, 2012 10:00 PM

Lenders, CPAs, reps and staff can properly be quarterbacked if we actually understand what the heck they can actually be doing for us...they are not going to do it all for us, so this knowledge is business power! We are ahead of the rest who are without this knowledge and that, Dr. Driscoll, is actual competitive
edge...where much of the rest is the perception of a competitive edge!

John Mason November 1, 2012 11:18 AM

As far as the tax implications and embezzlement discussions I feel the applications can be immediate (and should be) for every dentist since we all want to pay lower taxes and no one wants to be stolen from. The discussions on starting up a new practice are more individualized since everyone is in a different career situation.

Ben Morgan December 16, 2012 6:24 PM

Document, document, document. We as employers must be meticulous in our documentation and maintain an updated Office Manual with accurate job descriptions and policies.

Ana Garcia December 17, 2012 12:18 AM

For me, the interview questions learned were really helpful, because last week I had to interview a possible candidate for a position in my team. From now on, I feel more confident knowing how to ask the right questions.

John Mason December 19, 2012 2:43 PM

This module was almost completely immediately applicable and implementable to any of us who own our own practice. The increased knowledge and awareness of the labor laws and the need for thorough, signed employee manuals has been made painfully obvious.

Sattar Syed December 20, 2012 11:54 PM

Cross training, having checks and balances are all great. I need to have better records of my employees. I have to update all my employee files and document better according to our module.