

# Lunch 'n Learn...Choose your own topic!

## ☐ SELF-DIRECTED COMPENSATION

**From team members to partners...**a fantastically successful program of entrepreneurial-based compensation designed to benefit **all** staff members and doctors. This program promotes teamwork, entrepreneurial thinking, strategy, and performance. It reduces stress and virtually eliminates inter-office conflicts, replacing negatives with positive attitudes, commitment and a sense of partnership. This program builds and unveils your staff's most valuable asset...**discretionary energy!** You and your staff will look forward to coming to work every day, production significantly increases, and this program takes the stressful task of determining raises and bonuses off your plate forever!

## ☐ FRESH EYES

In a perfect world, you, as the doctor, would personally meet all new perspective patients so they could get to know and trust you. Since this simply isn't feasible, patients must rely on your staff, your building, your sign, your website, your reception area or your existing patients to determine who you are and what you're like. When a patient is considering you as their dentist, they are assessing and forming opinions from the minute they drive by your office, pull into your parking lot, walk into your reception area, or make that first call to schedule an appointment. Do the above areas reflect who you are as a dental professional? This session will cover areas that are often overlooked, yet **vital to patient retention, case acceptance, practice growth and overall prosperity.**

## ☐ TRANSITIONS:

**I – Buying      II - Hiring Associates**  
**III – Expanding   IV - Selling**

These sessions cover a myriad of critical factors and considerations pertaining to Transitions...whether you're buying your first practice, planning on retiring and selling your practice in the next few years, considering expanding your practice, or bringing in an associate. **Transitions I, II, III, and IV** are separate Lunch 'n Learns. Check below which area you are interested in. These topics can be combined if desired. Discuss your needs with Jay or Renee.

### Transition I – Buying a Practice

If you're buying a practice, we will provide you with a comprehensive overview and checklist of the critical factors necessary to make an informed purchase and a sound financial investment. Avoiding critical mistakes now will protect your future financial growth, enhance your overall professional career and satisfaction, and save you valuable time and money.



### Transition II – Hiring an Associate

Choosing a potential partner is a critical decision. Getting the right person on the first attempt saves you money, stress, and valuable time. It is extremely uncomfortable, costly, and distressing to discover, after the fact, that you've hired someone you find you can't work with! The proper fit for a potential partner goes well beyond his or her clinical skills. We will discuss the interviewing techniques, selection process and testing that can greatly improve your success in bringing in a new associate or partner.

### Transition III - Expanding Your Practice

There are many factors to consider when you are thinking about expanding your existing practice, moving to a new facility, or taking on a second location. We will cover the most vital considerations in order to help you through this important decision-making process. Avoiding mistakes is essential to a smooth and cost-effective transition.

### Transition IV - Selling or Retiring

We'll cover how to maximize practice profitability, one of the many drivers of your practice's value to a potential buyer. We'll cover how your location, staff, and facility factor into your practice's value. We'll provide you with a valuable checklist of things you need to do today in order to move through the next few years toward retirement, safeguarding and maximizing your practice's value.

## ☐ KEEPING YOUR SCHEDULE PROFITABLE & FILLED

All dental practices want the security of knowing that their schedules are full and, most importantly, profitable. Also, most dentists we know don't relish just "working harder" to achieve a full schedule. Through our 30+ years in the dental industry, we have honed in on the best ways to accomplish your individual goals, keep you profitable, and reduce your stress while doing so. Your schedule will be profitable, goal-driven and defined by you, and you might just find yourself "singing in the shower" before coming to work! Put this session at the top of your list!

## ☐ DESIGN YOUR OWN LUNCH 'N LEARN

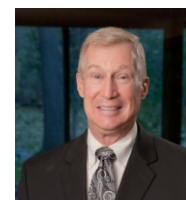
Write in any other topics you'd be interested in learning more about or choose one of the following:

- Marketing
- Redecorating or Updating Your Facility
- Websites
- Leadership
- Collections
- Conflict Resolution
- Staff Personality and Compatibility Testing and Training
- Intentional Listening and Case Presentations
- Other \_\_\_\_\_

**Lunch 'n Learns** are private, individualized sessions with Executive Business Coaches/Dental Consultants Jay White and Renee Garven. This relaxed format allows you to readily and easily obtain information on a variety of pertinent topics that relate to your dental practice. As opposed to the traditional workshops or seminars, **Lunch 'n Learns** are interactive and can be individualized to your specific needs and interests. Time and dates are reserved and the location can be anywhere that is convenient and comfortable for you.

[www.jwhiteandassoc.com](http://www.jwhiteandassoc.com)

## About J. White and Associates, LTD.



**Jay White** is the President and Founder of J. White and Associates, LTD., a health management and communications consulting firm headquartered in Minneapolis, Minnesota. With 33 years of experience, he specializes in health care management, working with doctors and staff primarily through private in-office consultations. He is an experienced lecturer, having made many presentations before study groups and state associations. Jay's written articles have also appeared in health management magazines. The USA Section of the International College of Dentists awarded Jay first place for his outstanding article, "*Leadership: The Prerequisite to Prosperity*," which appeared in Northwest Dentistry. Jay holds a degree from Northwestern University and an MBA in Administration and Marketing from the University of Southern California Graduate School of Business Administration. His 30+ years of dental consulting experience have given Jay recognized expertise in improving private practice profitability, as well as valuable insight into the impact of alternative delivery systems on the private practice of dentistry.



**Renee Garven** joined forces with J. White and Associates in July 2009, bringing to the firm a broad and impressive 30+ years of business expertise, both in the dental industry and general business. She is the former Founder, President and CEO of Garven Inc., an international consumer products development company and received numerous local and national awards and recognition under her leadership and direction. Her experience as a successful entrepreneurial business leader brings a wealth of knowledge to the people side of business, the day-to-day management issues, and how to thrive with limited resources. Her expertise is most notable in her creative, think-outside-of-the-box, management style. How to motivate employees, internal and external marketing techniques, niche marketing, brand development and recognition, differentiation in the marketplace, strategic thinking, planning and goal setting are just some of the areas she covers. She is a gifted writer, speaker and lecturer who brings a fresh, lively and fun format to her presentations.