

Beyond the Morning Huddle

Human Resource Management for a Successful Dental Practice



Human resource management is complex. A thorough understanding of HR will help you conquer this challenge. In clinical practice for over 25 years, orthodontist Dr. Ann Marie Gorczyca shares HR experiences, strategies and solutions to help your dental practice be the best it can be.

Join us to learn the management tips, risks and policies needed to protect and promote performance and teamwork in your practice.

RECRUITMENT

By giving time and attention to the hiring process, the doctor and team implement a strong system which selects the best candidate to strengthen the team.

- Learn the 12 step hiring process for acquiring outstanding new team members

INTEGRATION

Within the first 90 days of employment, an effective training and feedback process must be implemented to ensure that the new hire is a long-term asset to the dental team.

- Review the critical role of an up-to-date team handbook

MANAGEMENT

Day to day HR management takes time, effort and consistency to build trust, confidence and job satisfaction. Enhance performance with acknowledgement and appreciation, as well as setting clear standards and goals.

- Review strategies for one-on-one immediate feedback, cross-training, attendance and motivation

FEEDBACK

Build trust, communication, commitment, accountability, results and excellence.

- Create a culture of accountability by utilizing 360 degree reviews to foster desirable work behaviors and eliminate undesirable ones

EMPLOYMENT LAW

Be aware of state and federal employment laws and how they apply to you in the dental office.

- Learn how to interpret references, make good hires, prevent unemployment claims, and terminate legally

RESOURCES

Control your #1 overhead expense: employment costs. The smartest resource decision you can make is to hire based upon performance.

- Learn how to organize performance assessments and HR benefits

LEADERSHIP

As a leader, one must inspire motivation, confidence and development of team members.

- Create a positive work environment which is productive, stress free and incorporates work life balance

Suggested Audience:

Dentists,
Office Managers
and Team Members

Suggested Format:

Full or Half Day;
Workshop; Keynote

“Quality content describing the real-world HR experience.” -Dr. Howard Farran

