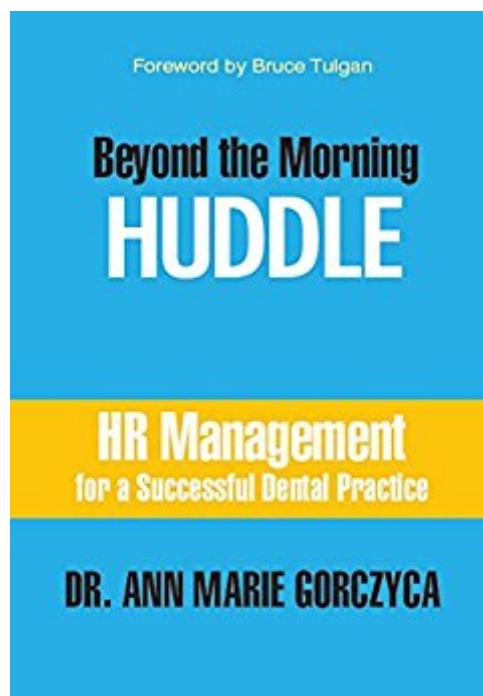




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# Beyond The Morning HUDDLE: HR Management For A Successful Dental Practice



## Synopsis

Beyond the Morning Huddle – HUMAN RESOURCE MANAGEMENT for a Successful Dental Office shares tips, experiences, strategies and solutions to make your dental practice the best it can be. RECRUITMENT With time and attention given to the hiring process, the doctor and team implement a strong management system to select the best candidate and build a strong team. INTEGRATION By creating an effective feedback system which includes cross-training and team involvement, the dental office is improved with each new hire. MANAGEMENT Trust, confidence, and job satisfaction are built by education, communication and active participation. Never underestimate the effectiveness of acknowledgement and appreciation as well as setting clear individual standards and goals. FEEDBACK Immediate feedback builds trust, understanding, commitment, accountability, results, and excellence. Communication is the key to success. DISTRIBUTION OF RESOURCES Making smart HRM decisions will keep HR costs under control. EMPLOYMENT LAW Be aware of changing state and federal employment law and how it applies to your dental office.

## Book Information

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## Customer Reviews

BEFORE YOU SPEND THOUSANDS of dollars on Employee Manuals and HR Help for your dental or specialty office READ THIS BOOK. The author has done thorough research and infused the book with her years of personal experiences with HR in her own office. I appreciate this book because she is a colleague and the writing is approachable for a dentist... as opposed to listening to lawyers or consultants who sometimes speak a different language when it comes to staffing concerns. I haven't found any other resource that is written by a dentist (orthodontist) on this subject that is so comprehensive... and yet, it is totally readable... dare I say ENJOYABLE. Reading this book has dramatically helped to raise my Human Resources IQ. I feel better prepared to make important decisions on this challenging subject.

The topic of HR is so challenging for many dental practice owners, including myself. This book is very well written and walks through practical tips and advice for any business owner. Not just platitudes, the author is writing "from the trenches" with fantastic advice. The information is worth orders of magnitude more than the price of the book. Highly recommend!

Thank you, Dr. Gorczyca. I have been waiting for a book like this for long time. We the dentists have been laser-focused on delivering excellent care, keeping up with the latest clinical advancement, and marketing/running the practice. But we often don't have the sufficient resources on one of the most important aspects of running a business: the management of human resource and its pertinent laws. This book lays a solid foundation for a dental practice owner on the HR issues. This book should be a required reading for any dental school curriculum, and for any dentist who wants to be a practice owner. The dental community should be grateful for this wonderful book. It will save you thousands of dollars and avoid the headaches in navigating today's treacherous labor law, which is constantly changing. Dr. Robert Chen

I am a professional colleague of Dr. Gorczyca and this is the second book of hers that I have read and this one is my favorite. I downloaded it on my Kindle before my flight to Hawaii and I literally could not put it down and stop reading it. The chapters are filled with very insightful anecdotes generated from both the author's own experience as well the experience of numerous other dental practice owners. Very useful resources and tips are listed for every aspect of supervising and

human resource management. Whether you are just starting out your dental practice or are a seasoned veteran, you NEED to read this book! Thank you Dr. Gorczyca for creating such a great guidebook! Best, Dr. Eric Wu

Outstanding! Educational! Entertaining! Dr. Gorczyca's leadership and HR management advise is on point for ALL managers -- in ANY industry! A Must-Read for anyone running a small business (regardless of industry)! Congratulations on successfully distilling the complexities of HR management in order to build a welcoming -- yet, highly productive -- office environment. The dental industry will be a better place as a result of your thoughtful insights and deep understanding of how to get the best from your team! Thank you.

For years I have been teaching dentists the value of management structure, communication lines, leadership skills and ways to find excellent team members then orient them to one's practice vision, mission and culture. When I got this book recently, I realized that it is a wonderful companion to what I teach because the chapters are step by step formulas for what to do to ensure organizational stability and team happiness. I rate it a definite five star book and one to get for your library.

Great book. I have her previous book too, which is excellent at growing a practice, but this one is more about running a practice, and avoiding pitfalls of the number one thing that plagues us - HR stuff. While this isn't a replacement for legal advice and being aware of local laws, etc, it does tell you what you need to consider, -and gives great advice on what to do. It should really be mandatory reading for anyone running their own practice!

Awesome book, full of helpful tips for running the HR side of my dental practice. Fabulous advice in a very practical format that I can use, from a colleague I can relate to. She states, "When you surround yourself by positive happy people, you yourself become positive and happy, and this attitude is reflected to your dental patients....." Very true! This book is full of tried and true principles every dentist needs to know and use consistently! She is helping our profession in a very positive way. Thanks so much Dr. Ann Marie Gorczyca! Heather E. Martinson, DDS

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