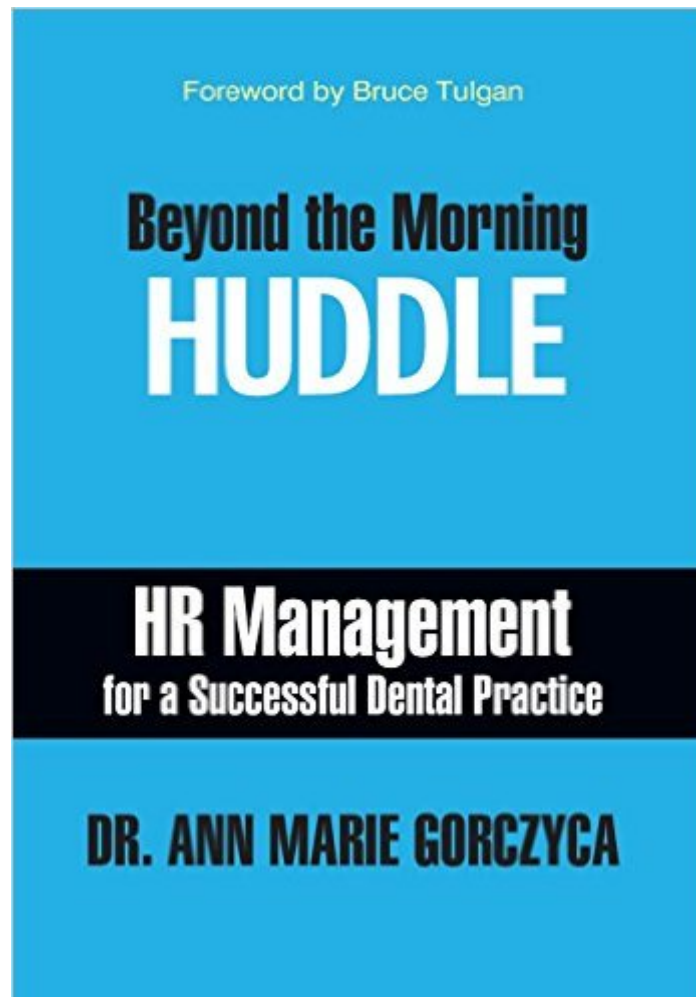


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# Beyond The Morning Huddle: HR Management For A Successful Dental Practice



## Synopsis

Beyond the Morning Huddle--Â HUMAN RESOURCE MANAGEMENT forÂ a Successful Dental Office shares tips,Â experiences, strategies and solutions toÂ make your dental practice the best it can be.Â RECRUITMENTÂ With time and attention given to the hiringÂ process, the doctor and team implement a strongÂ management system to select the best candidateÂ and build a strong team.Â INTEGRATIONÂ By creating an effective feedbackÂ system which includes cross-training and teamÂ involvement, the dental office is improvedÂ with each new hire.Â MANAGEMENTÂ Trust, confidence, and job satisfaction are builtÂ by education, communication and active participation.Â Never underestimate the effectiveness ofÂ acknowledgement and appreciation as well as settingÂ clear individual standards and goals.Â FEEDBACKÂ Immediate feedback builds trust, understanding,Â commitment, accountability, results,Â and excellence. Communication is the key to success.Â DISTRIBUTION OF RESOURCESÂ Making smart HRM decisionsÂ will keep HR costs under control.Â EMPLOYMENT LAWÂ Be aware of changing state and federal employmentÂ 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.

Outstanding! Educational! Entertaining! Dr. Gorczyca's leadership and HR management advice 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.

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

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

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

This is both an easy read and a phenomenal reference book. Anyone who owns or thinks they own a dental practice NEEDS this book. Dr Gorczyca is an actual genius who breaks down human behaviors and complex legal issues into easily digested packets of information and then cross references them. 5 Stars and three thank you's to Dr. G.

Everything you need to know to run a successful practice with an "A" plus team. We are only as good as our team and Ann Marie shows us the way to accomplish a dream scenario of enthusiastic staff who do the "heavy lifting" and propel the practice forward. I have heard Ann Marie speak in person and her practical approach is an abundance of wisdom wrapped up in an entertaining mode of communication.

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