

Choosing the Right Team Leads

NO TEAM CAN FUNCTION effectively without a good leader, and that means dentists must take great care when selecting their team leads. Almost anyone can be a boss, or just be bossy, but it takes something special to be a leader. It takes the desire to educate, promote and inspire others to do their best. There are many factors that go into choosing the ideal people for these positions, so we've put together a list of the ones we feel are the most important.

Make Sure They Fit the Part

Business Team Lead

This is an integral role in your practice. This person will be interacting with patients, the business team, the clinical team, the hygiene team and of course you. They will need to not only see everything from an aerial view, but they will need to anticipate what is next. This person should be able to understand all aspects of your dental practice and ensure the business is running smoothly.

Clinical Team Lead

Your right-hand man/woman in the clinical area. They will anticipate what you need before you need it. They will keep your supplies in perfect order, know how to educate the patients and present great treatment plans. Your clinical team lead will ensure your other assistants are up to date and everyone is using the same verbal skills.

Hygiene Team Lead

Your lead hygienists will help develop systems that will ensure your hygiene department is producing, educating and promote the oral health you believe in. This role will head up your periodontal program as well as understand co-diagnosing and scheduling procedures. This department is an extension of your clinical team, it will be imperative they work directly with your clinical lead as well.

What to Do Before You Make A Decision

Being a great leader is a fluid position. Leaders are always striving for the "Better". They naturally have the "ownership mentality" we all strive to have in our businesses. Create your ideal team lead on paper and then observe your team to find the natural born leaders. Have independent conversations and recognize how the rest of the team responds to these team members. Your next step is to have a conversation with them. Go over your ideal sheet, the job responsibilities and ask key questions on how they would handle this position. Putting the right person in this role can create growth, opportunities and harmony. All you have to do is discover if you have one right under your nose or if you will have to start searching.

Choosing the perfect team leads is an important step on the road to success, and we're here to help your practice keep its sure footing! We can help, just reach out, we're here for you!

We're cheering you on every step of the way!