

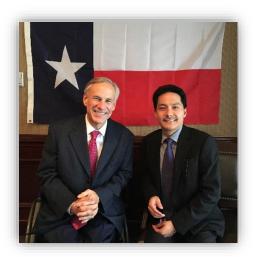
### Growing A Successful Periodontal Practice

#### David H. Yu, DDS, MS

Diplomate, American Board of Periodontology February 10, 2020

#### About Me

- Indiana
  - BS Microbiology and Minor Studio Art (1988-1992)
  - DDS IU School of Dentistry (1992-1996)
- San Antonio
  - UTHSCSA GPR (1996-1997)
  - UTHSCSA Periodontics (1997-2000)
- Dallas
  - Itinerant Periodontist (2000-2003)
- Austin
  - Private Practice in Austin (Westlake)
  - Dr. Nicole Litizzette joined (2009)
  - Texas State Board of Dental Examiners (2017-present)





#### The Practice

• 4201 Bee Caves Road, Austin Texas





After

#### Periodontist: What it means...

- Artistry
- Empathy
- Career Demands
- Cutting-Edge Field
- Unique Challenges

- Business Owner
- Sole Producer
- Supervisor
- Psychologist





- Important points in starting a practice
- The culture
- Systems and Processes
- Essential marketing
- Identity

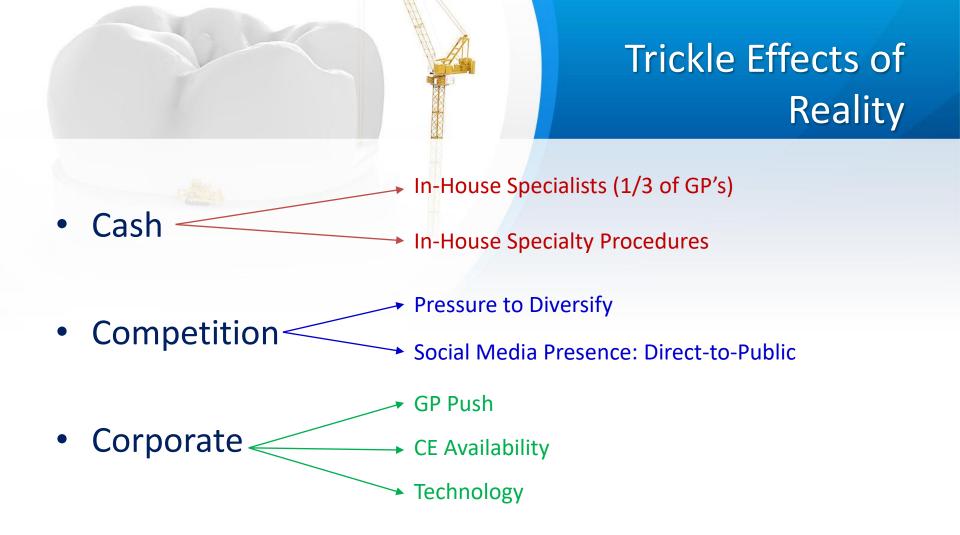


# The First Years

			Private and Private-
	All Schools	Public Schools	Stated Related Schools
2006	\$162,155	\$137,792	\$196,636
2007	\$172,627	\$148,777	\$206,956
2008	\$187,394	\$158,217	\$222,944
2009	\$189,678	\$162,377	\$230,478
2010	\$197,366	\$174,967	\$232,780
2011	\$203,374	\$177,795	\$245,497
2012	\$221,713	\$192,199	\$263,382
2013	\$241,097	\$209,150	\$283,978
2014	\$247,227	\$216,437	\$289,897
2015	\$255,567	\$219,116	\$302,724
2016	\$262,119	\$238,582	\$291,668
2017	\$287,331	\$239,895	\$341,190

#### Graduate Debt

According to the American Dental Education Association (ADEA), the average debt per graduating senior is **\$285,184** (according to a 2018 survey).



#### Lean But Mean

- Be hungry
- Be unique
- Get your cases out there!\*

\* You're only as good as your last case



#### "Champions aren't made in the gyms. Champions are made from something they have deep inside thema Desire, a Dream, a Vision."



Cassius Marcellus Clay, Jr. "Muhammad Ali"

### Mission Statement Mission Statement

We at Dr. Yu And Associates are dedicated to providing exemplary, value driven oral health care to our qualitydriven patients. We are guided by our commitment to excellence and leadership in the community. We continue to build on a tradition of advancing personal and professional growth through education and sharing of ourselves and to others. We exist to meet and exceed the expectations of our patients, referrals, and ourselves. We foster a culture of empathy and respect in all of our actions; thereby, strengthening our tradition of exceptional care in our community.











### Surgery Suite







### **Surgery Suite**

#### Recovery Area

## The Culture

### Gratefulness ---> Kindness

# Referrals are why we exist (because of our patients)

- Under-promise, Over-deliver
- Patients will tell us how to provide good care

### The "WOW" Experience

### The doctor's job

- 1. Be in relationship (patients and referrals)
- 2. Surgery
- 3. Lead

#### **Craigslist Ad**

Exp. Front Desk Patient Coordinator for Busy Periodontics Office (Westlake)

Dr. Yu And Associates, located in the Westlake area, is seeking a personable, seasoned (3+years experience in the dental field) Patient Coordinator/ Front Desk Concierge to join our growing practice. Dr Yu And Associates offers a unique experience to its patients, offering a full range of treatments including dental implants, cosmetic periodontal surgery, gum grafting, crown lengthening, osseous surgery, bone regeneration, bone grafting and ridge preservation, in a professional, yet relaxed atmosphere. We strive to provide a unique experience for our employees, as well, with a benefits package that includes, but is not limited to, paid vacation, sick leave, 401k, medical reimbursement and holiday pay.

Minimum Requirements: At Dr. Yu And Associates, we have a very high standard and expect that our employees are focused in creating a wonderful experience for our patients and fellow co-workers.

Do not apply for this position if you are resistant to change, cannot adapt easily, are cranky, moody, pessimistic, and do not like being around focused, career driven individuals. This is not just a job. We cultivate careers and promote from within. We are growing at a rapid rate and are looking for individuals who will share our passion and vision.

**Qualities and Qualifications:** 

Minimum of 3 years experience in the dental field. Please do not apply for this position if you have less than 3 years experience.

At Dr. Yu And Associates, we thrive on excellence. If you feel that you have these characteristics and more, please respond on-line and include your resume, 5 professional references and specific examples of how you fit EACH of the qualities and qualifications listed above. Thank you.

### Culture

#### Every team member is important

- You can't provide good care if you sell a lousy product
- Good systems to make days run smoother
- Your mom was right: manners are important
- Look around!
- As a team- there's no such thing as after hours

#### As Stewards of Our Practice-

- Every team member is important
- Referrals are why we exist
- A partnership

Management Techniques from the Best Damn Ship in the Navy

> T'S YOUR SHIP Captain D. Michael Abrashoff former commander, USS Benfold

• Safe

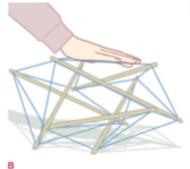
- Empowered
- Supported

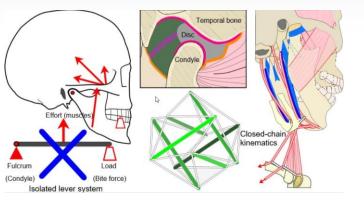
"Show me an organization in which employees take ownership, and I will show you one that beats its competitors."

### "Tensegrity"

- Buckminster Fuller







#### You Set the Culture

- Tardiness
- Not responding to emails
- Outdated/Inappropriate voice mails
- Constant complaining

64% of workforce are ready to leave 75% of employees are disengaged and apathetic Dr. Steve Cohen (*Psychology Today* 2014)



#### A partnership

- Develop "Superstars"
  - Positive Attitude
  - Good people make fewer mistakes
  - Need less supervision
  - Greater efficiency (no "stand-around" or "Twitter" time)
  - Unprecedented patient care, provide then the "extras"
  - Serve the greater good and the doctors
- Return On Investment

#### A partnership

Partnership pay is based on sharing in our growth.

It is based on previous years' benchmark profits. Potential for nearly unlimited compensation.

Disclaimers:

- 1) Compensation is based on NET profits
- 2) Partnership pay may draw from quarterly bonus

#### A partnership

• Partnership pay

- Additional compensation based on benchmarked net profits

- Vested interest in cutting costs, increasing production, and improving quality care

- Parallel pay- every team member is *expected* to be superstars

## Systems Processes

#### • The initial contact

- Smile
- Introduce
- Never interrupt NP call
- Scheduling

#### • Sacred time

- Timeliness
- Consultation room



The "WOW" Experience

New Patient Sheet
the is and leaving?
Patient's Name ex: M F Pronunciation:
Phone Number: 214 450 00 Cell / Home / Work D.O.B.
Referral (Chart ID): Gen DDS (if different from referral): Kaypu
Email: Mirelle, Leguis @ gmail. Com
App. Date/Time: Short Notice List Yes/No Req. with: Dr. Yu Dr. L / First avail.
Who booked appointment? self/ parent / spouse / Dr. office Name:
What would your referring dentist like Dr. Yu or Dr. Litizzette to evaluate?
Per the Patient Per the Referral
HIO NUCLE SKT Wants Zin. Coma Manual Anglant. & Very houstic
(has possible infection)
Implant.
( 1 and a till till )
( has possible injection)
( The I
PreMed
Does your physician require you to take ABX prior to getting your teeth cleaned? Yes No
If yes. Circle one: Mitral valve prolapse / heart murmur / joint replacements / heart condition
If yesmake sure to have your physician or gen DDS call in a ABX to take 1 hour prior to appointment.
Insurance
Appointment is a 1 hour evaluation for \$98 and we collect in full on D.O.S.
Do you have dental insurance we can assist you with filing?
We are out-of-network w/ all ins. Companies but we will file the claim for you
Insurance Company Name: Cignco 5107 Offens Could
Insurance Company Phone #: 0 000000000000000000000000000000000
Group Number (if available):
Policy Holder's
Name: Armanal Casan Portas
Employer: PMC
SS or Member ID#: 103 592 600

Raemeis

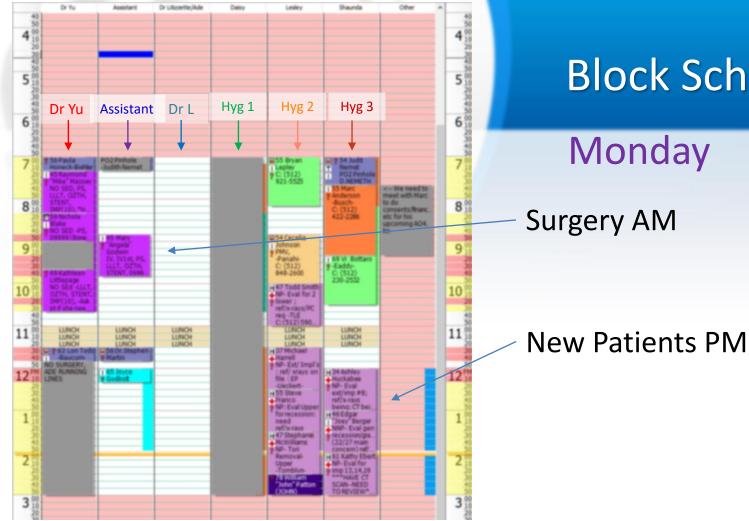
DOB:

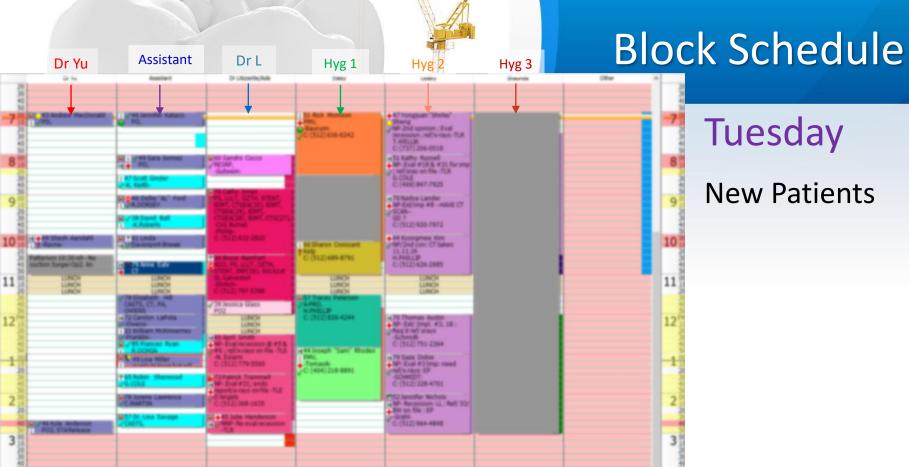
X-Rays and Information

Policy Holder's Address (linked to insurance): Could

X-rays: Pt. will bring / PRN / Already have / Requested Xrays & referral slip Date:

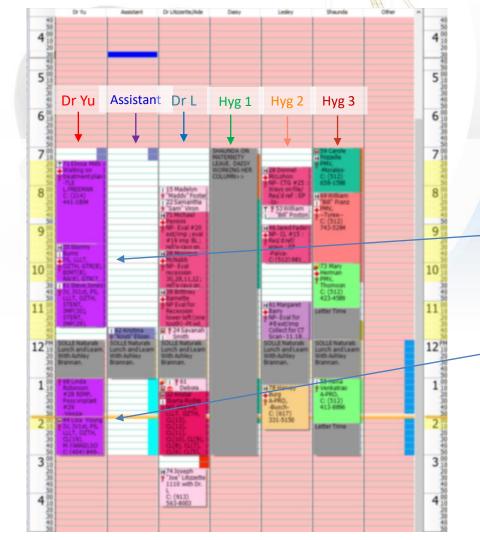
### **New Patient Intro**





# **Tuesday**

#### **New Patients**



#### Wednesday

Surgery AM

- LNLs, Emergency Time, Catch-up



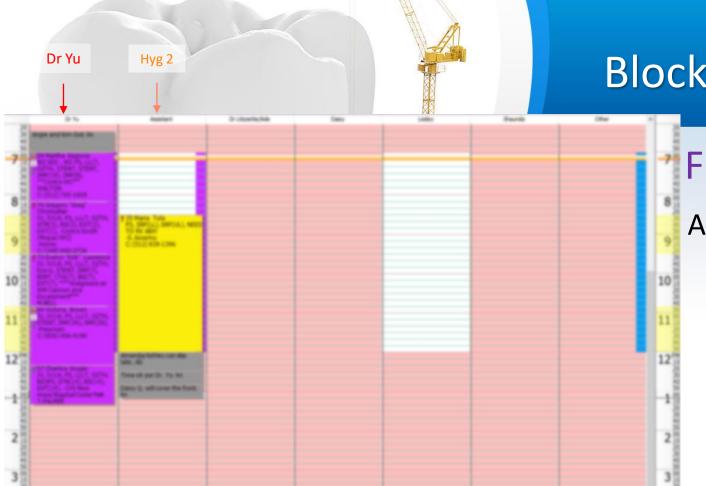
7

9

3

### Thursday

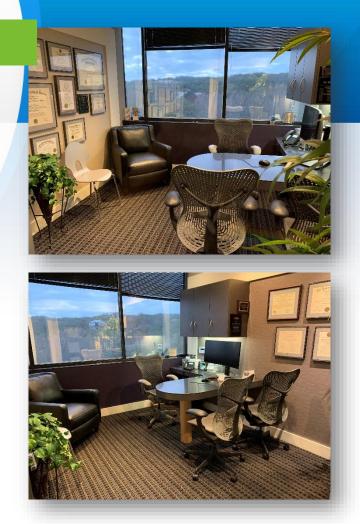
#### All Day Surgeries



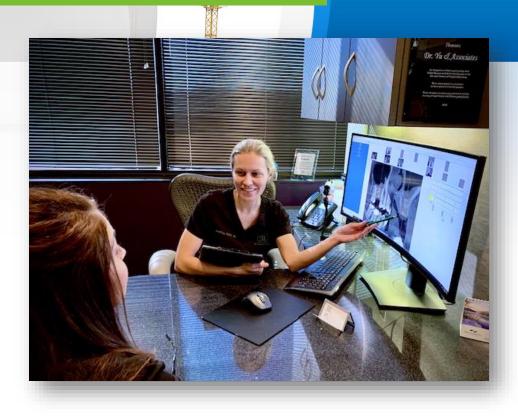
### Friday AM Surgeries

#### Most Important Room?





### **Consultation Room**



Name:	IMPLANT ]	DOB: EVALUATION		Date:
Ref Dr: Hultzclan				
Gen DDS: Busch				
Ref for: #10 Jup				
	itsing #Fl	0		
TOOTH MISSING Lost when:			m D . Hotte notice defe	iclaw.
Due to:		Sat for	m lint r	t Imples Fe
CONGENITALLY MISSING	2	Concer	ridge defe	a marde
TOOTH PRESENT: My Rem	olg	and	2 Expo	iet grath mak
Symptoms:	1.1	Tuly	2018 Ecpo 2018 Ecpo	sur news
Meds taken:			there are	Divisional and
Function:	No	Yes	10.3 9	8714
Mobility:	No	Yes		t Imples to de sul gour prive prive and neme prive All provosit
Past restorative:	RCT	Crown	Bridge	Other:
Grind/Clench recently	No	Nes	NG:	0
DENTAL HX:		C		0
Px Interval: 96 months				
Last Px: 2 when s	With:		Waterpik	OCC
	anual / Electr	P Floss N	fW Other A	Aids
	it know			
Prev Ortho: No (Yes)	When: -	reen Tx T	ime:	With:
Prev PT: No Yes	When:			With:
Prev Perio Sx: No (Yes)		lyrs ayo Wha	1: Ing but 10	
3rds Ext.: No Yes	When:			With:
COMMENTS: Blecks prof	weby ush.	haustin		
preasy for	1 whe	a ming		
RX: CHX Vicodin				
RX: CHX Vicodin Other:	Amox	Darvocet Do:	y Augmen	tin Z-Pac
	CVE	D		
PHARMACY: Walgreens HEB	CVS CVS	People's Rai	idall's Cos	tco

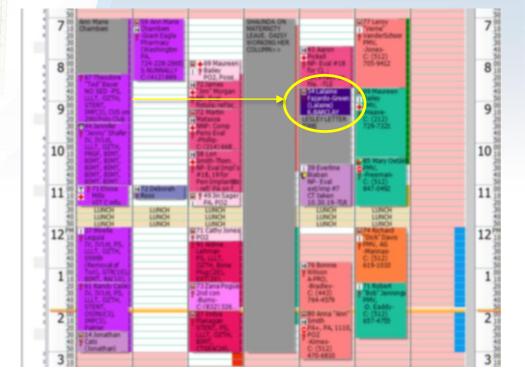
DO           IMPLANT CLINICAL NOT           BP:         122/68           P:         72         OCS:	ES Blood Sugar ( ) V mg/dL
TREATMENT PLAN: D	SDATION: OBAL & NONE R.: YU LITIZZETTE
PHASE I: TIME: <u>1.10</u> <u>Ride Ann Bro</u> <u>BG / BM po Bro</u> <u>Down</u> , <u>LCLT</u> , <u>PS</u> <u>TN</u> <u>PHASE 2: TIME: <u>1.00</u> <u>chrophist Hz (0)</u> <u>CTO Fro</u> <u>CTO Fro</u> <u>CTO Fro</u> <u>PHASE 3: TIME:</u> <u>PHASE 3: TIME:</u></u>	x02.52         Dental carlie setending into denti (x02.53           x02.53         Dental carlie setending into pulp (x02.53           x04.7         Penigacial abeses without sinus (x04.77           x04.7         Penigacial abeses without sinus (x06.479)           x08.439         Loss of texth due to trauma (x06.439)           x08.429         Loss of texth due to periodontilis (x06.439)           x08.439         Loss of texth due to carlies (x08.33)           x02.50X1         Tooh (x06xn) (fracture) (due to trauma), without mention of complication
Phase 4: Time:	Implant. 400.03 Unspecified dental carles 007.5 Unspecified dental carles 003.3 Anitylosis of teeth 008.109 Accured absence of teeth, unspecified 008.43 Loss of teeth due to trauma 008.43 Loss of teeth due to trauma 008.43 Loss of teeth due to carles 008.43 Loss of teeth due to carles 008.45 Loss of teeth d
NC RC 3.7 Nobel Biocare: Replace CC / Active Zirconi	r Trabecular / TSV: 4.1 4.7 6 a Implant: ms 1 or 2 piece Nobel Pearl
ABUTMENT PLACEMENT: Dr. Yu/Litizzette OR Dr SCHEDULED: No Why: Yes When: 4/ / ( Dr. Yu md Associates	/ 2 D

#### NP Interview

## Use Your Team

## • Delegate your time





#### Dr. Yu RX's for Week of: Name Allergies Type of Sx RX's Pharmacy # Maurce Mon NKDA Ext. RA Amox HEB 620 Lavenay Jenni NKDA Amox Ex People's S. Lamar Margo Ultram Amox HEB Tm 620/O'Connor Ext NKDA Kerrn Amox WG Manc/Slau John NKDA med Ext. Amox CNS Four West Jack Const NKDA Amox Inp CVS BC Westlake Crevision Manz PCN Doxy? CT6#10 WG Westlake Shanno NKDA Impl. PRGE IVABY or Amox Hill Country Apothecam Jills Sulfa Imp Amox WG WC Escarp Meize Sulfa Ext. tIme Amox CVS WT/BC #7243 NKDA Mary No Amox Ext. Clescin or E-Pak HEB 4 ots. Thurs Tena-F. A04 NKDA Balsones 2222 Peridix, Amox, Norce, Malos | Bandalls Ext. Brenda Sulfa Amox 620/Lohmons CVS Morte H NKDA Inpl Amox WG W. Uniloakmont fri Maria NKDA SEP ABX ?? Amox Walmort Manor Demeral, Tetan us Ext. (Ind). WC. Escorp Amox WG Victoria Codeine Amox Impl WG 45th/Guad. Charlice Pan Ext. Cleocin or Z-pak CVS New Hope Bashdod Check hygiene for Premed Check patients for Oral sedation & make sure they signed consent forms

### Prescription list

#### Dr. Vu Week Patient Tooth#/s Restoring DDS Implant/s nordware removal (insert pictures!) Strumme 4,8 × 8 BLT Mar 10 Mon. 19 T. Palmer Lin TP, weed to add to TP > Stumm 33×10 BLT 21 77 Jack J 31 Nellen Stammen 4.8×10BL (Zr) Pearl JJX 10 Shannon 30 C. Ouens JIII S 19 wed. D. Nendth 48×10BC Meize A. Gutwein 6 Mabel 3.5 × 13 NP Kylen Nobe 7,5×13 NP Ryla Orcler: 77 confin parts N Tsai 11 ..... Caitlyn 1 Un Imperil Visim 3.2×8 (ived 10 Tena Br AO6: Uppur Veckert 4,3×13 (×2) al Hatin Thurs. + 4.3×11.5 (×2) (Kylne 4.3×10 (x2) Actin cr 23 Mobel Mylan 4,3×11,5 26 Replace 413×1115 Fn: Monte Freeman 2r) 25m(+)40-12 9 # 7 Evelyn Lo Nobel Actin 3,5×13 NP M. Bell Victoria F. Tionly Nobel Rycher 4.3×11,5RB 29 Freeman 30

### Implant List

	E SEDATION/ANESTHESIA CHECKLIST
Patient Name:	DOB: Date:
Referral:	
Sedation Level: 🛛 Nitrous Oxide	Level 🛛 <u>1</u> 🔤 2 🔤 3 🔤 4
Medical History:	
Medical History Review	
Medication Review	
Medical Consult/Clearance N	eeded 🗆 N/A 🗆 Y 🗆 <u>Recv'd</u>
	ds, Recs) 🗆 N 🔤 Y
	Illergies:
	EtOH      Illicit Drug UseLast <u>used?</u> Complications:      N      Y
🗆 Family Surgical/Anesthesia Co	omplications: ON OY
	/
Physical Exam:	
Physical Exam:	D1 D2 D3 D4
ASA Classification	□ 1 □ 2 □ 3 □ 4 IR, EKG, Auscultation) recorded in the Sedation Record****
ASA Classification	•
□ ASA Classification ***NPO status and Vitals (BP, H	•
ASA Classification     ****NPO status and Vitals (BP, H Anesthesia Exam:	IR, EKG, Auscultation) recorded in the Sedation Record***
□ ASA Classification ***NPO status and Vitals (BP, H Anesthesia Exam:	IR, EKG, Auscultation) recorded in the Sedation Record***
ASA Classification     ****NPO status and Vitals (BP, H Anesthesia Exam:	IR, EKG, Auscultation) recorded in the Sedation Record***
Anesthesia Exam: <u>Mallampati</u> Score	IR, EKG, Auscultation) recorded in the Sedation Record***
□ ASA Classification ••••NPO status and Vitals (BP, H Anesthesia Exam: □ Mallampati Score Snoring: □ Yes □ No Pre-procedure equipment readiness check: Pre-procedure treatment review:	IR, EKG, Auscultation) recorded in the Sedation Record***
ASA Classification     ***NPO status and Vitals (BP, H Anesthesia Exam: <u>Mallampati</u> Score     Snoring: Yes No Pre-procedure equipment readiness check:	IR, EKG, Auscultation) recorded in the Sedation Record***
Anesthesia Exam:  Mallampati Score  Snoring: Yes No Pre-procedure equipment readiness check: Pre-procedure treatment review: Written & verbal pre/post-op instructions:	IR, EKG, Auscultation) recorded in the Sedation Record***
Anesthesia Exam:  Mallampati Score  Snoring: Yes No Pre-procedure equipment readiness check: Pre-procedure treatment review: Written & verbal pre/post-op instructions:	IR, EKG, Auscultation) recorded in the Sedation Record***

#### Rule §110.13 Pre-Op Checklist

#### DR. YU& ASSOCIATES

David H. Yu, D.D.S, M.S. <u>Nicole</u> S. Litizzette, D.D.S., M.S. 4201 Bee Caves Road, Ste. C-211 Austin, TX <u>78746</u> (512) 306-8822 INTRAVENOUS CONSCIOUS SEDATION RECORD

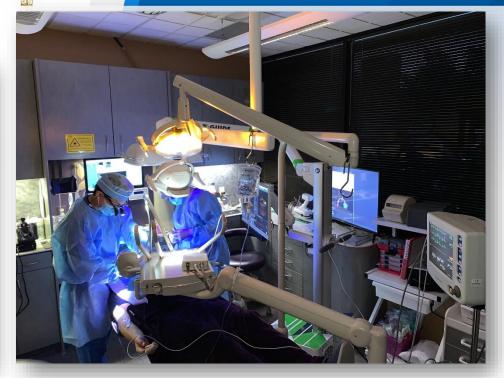
Pre-Operativ	e Checklist E	)ated	:					Curre	ent &	Corre	ect		Chan	ges:	Upd	ated	See	New	Chec	klist		
Referral:																						
																e-Op						
Weight:	Height:'																					
<b>T</b>															Pu	lse:						
Treatment:																						
															Resp: BP Cuff Location: R/L							
Patient N															BP	Cuff	Loc	ation	1: R/L			
Written li																						
Pregnant?	Pregnant? 🛛 Yes 🗖 No						Monitoring:							Oxin	netry	, [	BP/Pulse					
																EKG		[	🛛 Re	spir	atior	
Auscultat	ion 🗌	) No	rmal		Abn	orma	al:									ET C	O₂					
Sedative Ro	ute(s): 🛛 I	V D	л ім		Ora	1																
IV Location:				Ga	uge	22	:	24	1	IV St	art T	ime:					D/C	C Tin	ne:			
															r:at:							
0.25mg Haid	aon taken at	·				/ = 10	and	·	· .		_ AIV			ner.			°	al			_	
Medication	Total Dose Given	T	D	т	D	Т	D	Т	D	т	D	Т	D	Т	D	т	D	Т	P	T	D	
Versed	mg																					
Fentanyl	mcg																					
Decadron	mg																					
Zofran	mg																					
.9% NaCl	mL																					
						-	-	-	-		-			-				-	-	-		
Recovery an						An	esth	nesia	a:							st-O						
Anesthesia F	Recovery (Alc	lrete)	Scor	е			carr	os 4%	6 Sep	tocair	ne (1:	100K	(iqe						on:			
Activity:	Move all 4 extremities	15		2					6 Lido						BP	:						
Picavity.	Unable to move extr	emities		0					5% Bu					i)	Pu	lse:						
Respiration:	Able to breathe deep Dyspnea, limited bre	sathing or	ough teel r	y 2		_	carp	os 3%	6 Mep	ivical	ne				O2							
	tachypnea Apneic or on mecha			0											Re	sp: _						
Circulation:	BP ± 20% of pre-sec BP ± 21-49% of pre-	sedation	level	2																		
	BP ± 50% of pre-sec Fully awake	lation lev	rel	0	1	sst:								Asst	:							
Consciousness:	Arousable on calling Not responding			1	0         2         Asst:           1         Discharged to:         Relationship:																	
	Able to maintain sat	>92% or	n room ai	2				-				_	-									
Oxygen Sat:	Needs oxygen to ma Sat <90% even on s	uppleme	ntal	1		)octo	r Sig	natu	re:										_			
oxygen con	oxygen																					

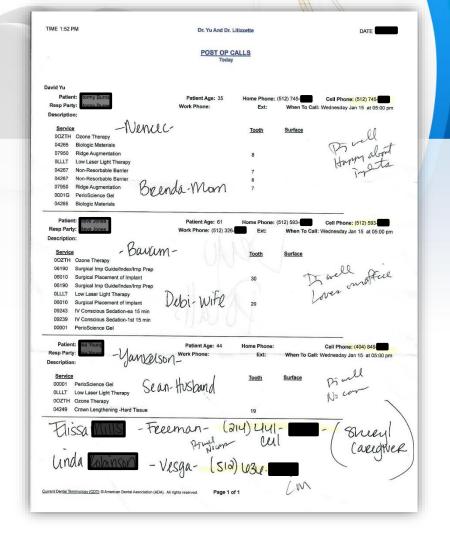
#### Sedation Sheet



#### • Surgery Time-Out Note







## Post-Op Call



DR. YU & ASSOCIATES

DIPLOMATES, AMERICAN BOARD OF PERIODONTOL

## Referrals: Post-Op Call

#### Date: 01/21/2020

Patient: Karen (DOB:

Phone: (409) 782-0

Dear Dr. Ramirez,

I would like to take the opportunity to thank you again for referring Karen to me. She

DAVID H. YU, DDS, MS NICOLE S. LITIZZETTE, DDS, MS

was seen in our office today for the following procedures:

Surgical Removal of Tooth #10 with Bone Graft with PDGF Immediate Implant and Provisional for #10

I will call Karen tonight to check on her. I just wanted to keep you informed in case

you would like to check on her also. Thank you again and please let me know if I can be

of assistance to you or any of your patients in the future.

Sincerely,

Dr. David H. Yu Diplomate, American Board of Periodontology

4201 Bee Cave Road, Suite C-211 Austin, TX 78646 Phone (512) 306-8822 Fax (512) 306-8848



## Get Well



Hear quickly 1 alling Ast botten som) Fast Recovers! ave a great necovery find Jake call and secover quickey! Get Wallsoon! Feu better soon! bulladam De Store, You del Sitate. Cayate on you inplate. Hore you have a speed, secong. "We are dedicated to providing exemplary health care through skill, compassion, respect, and integrity."



## Surgery Letter

#### Dear Dr. Dorsey,

Re

Thank you so much for referring Matthew for extraction of tooth #8 with an immediate implant placement on #8 and for crown lengthening on teeth #'s 7, 9, and 10. Following periotome removal of #8, I placed a Straumann™ ITI 4.1 x 14mm Ti-Zr Bone Level Tapered RC Roxolid plus SLA implant in the area of #8. Torque resistance for the implant was 50 N/cm. A growth factor-enhanced bone graft was used to augment voids in the socket. For temporization. I used a temporary abutment cylinder and fabricated a temporary using a matrix of his existing tooth and Integrity® Shade A2. I performed Laser Biostimulation to aid in the healing and to reduce post-operative discomfort. He did very well throughout the procedure and there were no complications.



I called Matthew the night of the procedure, and he was doing well. His next visit is in one week for a post-operative visit. I suggest a minimum 4-month healing period prior to final implant abutment and crown placement. Please feel free to call should you have any questions. Thanks again, Rich, for your confidence and support!

Straumann™ ITI

Sincerely,

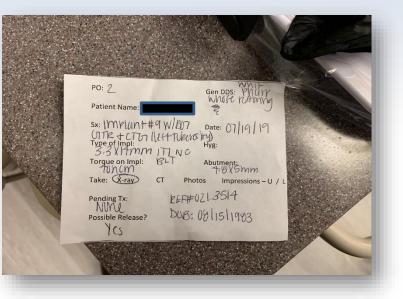
David H. Yu. DDS, MS Diplomate, American Board of Periodontology

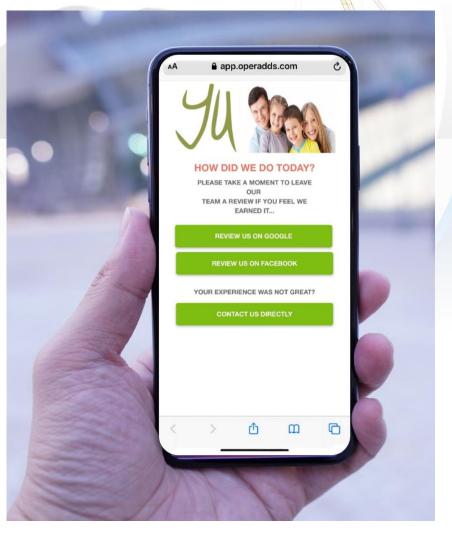
Comments: Please contact Straumann Rep: Cecily at 512-632-8032 if you have any questions 4201 BEE CAVEROAD SUITE C-211 AUSTIN, TX 78746 512 > 306 8822

Implant #8 4.1x14mm Roxolid™ SLA Ti-Zr Bone Level Tapered RC

#### • Post-op communication note







# Text Follow-Up



- New patient intro call
- Block scheduling
- New patient interview
- Rx and Implants Lists
- Pre-surgery checklist and Pre-Op call
- Post-surgery and Referral call sheet
- Post-Op Note

## Take-Aways

• Moral Compass

#### Integrity

#### is the Single Most Important Quality Lisa Warren "Steadfast adherence to a strict moral and ethical code" American Heritage Dictionary

"A perfect balance of strength, honor, kindness, and purity of one's soul"