

Section 5

A. *Why are you applying for this position?*

As a technician I've always felt very welcomed in the Academy and considered an equal contributor of the interdisciplinary approach to restorative dentistry. I feel that there is rapid change in materials, techniques, and their application in restorative dentistry. This has given rise to a new breed of very talented (and independent) technicians. I would like to aid the Academy in reaching out to these technicians, helping them understand the value the Academy can bring to their careers and helping them build relationships in dentistry.

B. *Have you served on boards in the past? If so, what have you learned from this experience?*

I am a current board member of the ABCD. I've gained experience in working on committees, focusing on specific directives, and reporting back to the collective board. This has allowed me to collaborate with others to achieve the desired outcome.

C. *We are you interested in learning about your leadership skills and organizational style. Tell us what we could expect and how you work with others. Be specific as possible.*

Throughout my working life I have led by example. I've always been a bit of an entrepreneur, at one point owning and operating 4 businesses simultaneously (one of the businesses had 35 employees). I have never expected any employee to assume any more responsibility than I take on personally. I'm very good at multi-tasking and delegating.

In my current role as manager of a network of laboratories (which is part of a global network) I'm required to interact daily, not only with my 15 local employees, but with other network managers, corporate staff, and officers. Many times, this requires tact and diplomacy while developing and implementing our business plans. Also, at our local level - leading by example with client communication, showing respect for other employees, demonstrating production efficiency, and maintaining an unrelenting attention to detail.

- D. *Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.*

Well as a technician and laboratory owner for 40 years I've become accustomed to having projects and deadlines dictated to me. It's the nature of the beast for our industry. I've always been able to make things happen.... fit one more case in, one more project. If I'm not 15 minutes early I'm late.

I'm currently an editorial reviewer for 2 dental publications. I've been told I'm the "go to guy" when publishing deadlines are approaching and reviews need to be done. A "budget plan" is developed every year for each one of our network labs. There is a growth and profitability expectation defined in this process. The responsibilities of managing this plan and reaching the goals set include growing revenue, managing consumables, balancing labor overhead, and controlling fixed costs. Over the last eight years (the duration that I have been involved in the network) I have topped all other labs in the network and exceeded both revenue and profitability goals. This required managing people, developing a plan and taking advantage of every available asset.

- E. *The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might balance those friendships when policy or ethical issues create such a conflict.*

Managing conflict is a daily challenge. I consider all my employees and most of my client's friends. Situations constantly present themselves, say for example one of my technicians chooses to compromise our standards and let's something slip in a production step. My responsibility is to remind him or her of what our standard is, have them correct the deficiency, and still maintain respect and friendship for that person. The same is true in dealing with a client. We may receive an impression or records for a case that may have distortions or inaccuracies which dictates a conversation. I must use tact and diplomacy to hold the line on our standards and to not present a derogatory or degrading vibe. The bottom line is "it's business not personal".

- F. *What do you bring to this position that is unique or distinctive? How will you make a difference?*

I think because of my years in the industry (I grew up in it) and my determination, as with anything I do, to be the best gives me a comprehensive perspective. I was a one-man laboratory for many years. Now I run a 15 technician, full service laboratory. I have owned and ran businesses unrelated to our industry. I utilize daily the interdisciplinary approach in treatment planning and producing restorations. I feel like I have the ability to help close the gap between the laboratory/technician side of the academy and the clinical side.

- G. *Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD Strategic plan and reflecting an alignment with the Academy's core purpose.*

The strategic plan, among other things, identifies the need and desires of the Academy to grow the credential. As a technician I was motivated by the prospect/possibility of developing new relationships and potential clients by the recognition of the accomplishments the credential would afford me. While I have developed many new relationships and friendships because of the credential, my experience has revealed that this level of commitment doesn't necessarily bring new clients from accredited dentists. I have found though that it does bring a level of respect from dentists who are not AACD members.

If I am elected to a second term as an ABCD board member I will continue to work towards improving the awareness, of the AACD membership in general and the accredited members specifically, of just what value an accredited technician can bring to their practice. If this was a reality within the academy I feel that more technicians would be attracted to the AACD and to pursuing accreditation. Most dentists, I believe, pursue the credential to elevate their practice and identify themselves as a better choice for potential patients. Technicians could also realize the same prospect of more rewarding working relationships and predictable outcomes if this dynamic were prominent in the Academy.

Most general dentists respect and value the relationship they share with their technician. They are likely to follow recommendations and suggestions from that technician. If that technician were an Academy member and even accredited (most technicians work with an average of 20 dentists) I think of the influence they could impose on their clients and how that could potentially grow the Academy's membership. I know I have been responsible for a number of memberships over the years.

- H. *Ultimately, the purpose of serving the AACD is to support our*

membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members.

As an accredited member and Examiner, I've been in a position to mentor and encourage. I see that as a board member I will continue to have a broader responsibility in supporting the Academy and provide more value and connection to our membership. To be an example of the three pillars of the Academy. I would expect to continue to be involved in the development and implementation of programs to benefit and grow the membership. Taking on assignments and delivering solutions.

- I. *Please list any leadership courses or webinars taken. **Leadership training is highly recommended***

At our annual laboratory network manager meetings, we always have keynote speakers delivering content on management and leadership. I just returned from our global laboratory meetings in Hong Kong which focused on leadership as well. I am the laboratory advisor for our Implant study group (member of the Seattle Study Club) and a number of our meetings feature speakers presenting on those same topics. Over the last 3 years as an ABCD board member there have also been leadership presentations given at our board meetings.

- J. *What else should we know in order to consider you as an applicant for this position?*

I'm a man of my word. If I commit to something I follow through. My days are always very fluid - I'm able to think on my feet and adjust my agenda/schedule to complete my tasks as promised.

- K. *Has any dental licensing board taken adverse action against your license or is there any action pending? If yes, please explain.*

No

L. *Have you ever been convicted of a felony or are there any charges pending or under investigation? If yes, please explain.*

No