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CONTENTS

6	WEL	COME
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8 THANK YOUS

- 10 EXHIBITORS
- 11 FLOOR PLANS
- 12 SCHEDULE

14 SPEAKERS' TOPICS and BIOS

- 14 Supercharge Your Hygiene Team: Building an Empowered and Profitable Hygiene Department Chrissy Ford, RDH, BSCDH
- 15 Alberta Dental Association Update: Elevating Oral Health for All! Alberta Dental Association
- 16 Recruitment and Successful Associate Integration Kimberley Pacula and Chaylene Gallagher
- 17 State of Transitions in the Dental Market Henry Doyle, Calvin Carpenter and Jordan Mertz
- 18 Collaborating with Your Orthodontist to Boost Your Practice Dr. Tehnia Aziz
- 19 Not Your Daddy's Braces: Current and Future Trends in Orthodontics; Invisalign Tips and Tricks Dr. Sunny Leong and Dr. Justin Kim
- **20** The Missing Link in Dental Esthetics *Dr. Kieth Manning*
- 21 Transforming the Art of Shade Taking into a Science Dr. Cornell Lee
- 22 This or That? Dental Hygiene Edition
 Dani Botbyl, RDH and Beth Parkes, RDH, BSc
- 23 Team Communications and KPIs Linda Anderson
- **24** Top Ten Costly Mistakes in Your Dental Career Henry Doyle, Calvin Carpenter and Jordan Mertz
- 25 Early Treatment: Headgear, Expander, Lip Bumper and Twin Blocks

 Dr. Jessica Yu
- **26** The Secret to Predictable Dental Esthetics Dr. Michael Major
- 27 Surgical and Prosthetic Management of the Edentulous Mandible: Current Concepts
 Dr. Brian Kucey
- 28 Ovate Pontic Site Development and Communication to the Lab

 Dr. Mike Park

34 EDDS MEMBER PERKS

2023 NORTHWEST DENTAL EXPO



Edmonton & District Dental Society

P.O. Box 92030, Meadowbrook RPO
Edmonton, Alberta, T6T 1N1
Phone (780) 642-8270 Fax (780) 642-8267
Email edds.yeg@gmail.com
Website www.eddsonline.com

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Managing Editor – Shayna Wiwierski
Sales Manager – Dayna Oulion
Advertising Sales – Gary Seamans
Art Direction & Design – Stan Michalak

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Ref #	Practice type	Ops	Gross Production	Asking price	Hygiene Production	City/Region	Net Income
1715	General	7	\$1,746,918	\$1,499,514	22%	Central Alberta	\$299,903 (18.3%)
1731	General	6	\$785,748	\$740,556	27-30%	Calgary	\$133,001 (14.8%)
1733	General	6	\$1,982,235	\$2,986,225	39%	Calgary	\$497,704 (25%)
1734	General	6	\$1,311,590	\$2,118,068	28%	Edmonton Area	\$325,857 (25%)
1735	General	3	\$511,008	\$550,000	19%	Edmonton	Asset value
1736	General	7	\$1,361,911	\$2,176,493	33%	Calgary	\$325,130 (23.9%)
1744	General	6	\$1,024,000	\$895,520	31-32%	Edmonton	149253 (14.6%)
1742	General	3	\$372,193	\$380,000	15%	Edmonton	\$82,098
1738	General	3	\$819,600	\$929,179	27%	Rural Alberta (central)	\$160,519 (20%)
1741	Denturist		\$666,570	\$654,000	N/A	Calgary	\$224,050 (33.6%)
1737	Prostho	3	\$2,195,724	\$1,388,598	5.2%	Western Canada	\$591,284 (27%)
1743	Ortho		\$2,301,977	\$2,643,843	N/A	Western Canada	\$755,384 (32.8%)



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AVAIL PRESENTS:





WELCOME



Welcome everyone to the 2023 Northwest Dental Expo (NWDE)!

Our fantastic EDDS committee led by our NWDE Chair, Dr. Brian Wong, have worked diligently over the past year to make this event one of our best yet. This year's theme is "Home Grown", and our goal is to feature individuals of excellence from our own community to share their knowledge and expertise on a variety of topics. We hope you enjoy the fast-paced lecture schedule intended to make it easier for you to experience an increased number of different lectures with topics applicable to all members of your team. We are proud to be hosting over 100 exhibitors and invite you to visit our exhibit hall. We encourage you to interact with the representatives there to learn more about emerging products and technology and to get the most out of your experience.

Our event would not be possible without the support of our generous sponsors, especially our title sponsor Kingsway Oral and Maxillofacial Surgery. Thank you all for your continued generosity which allows us to maintain the calibre of experience we aim to provide.

We have many more sessions throughout the year which you can learn about by visiting our website. Our calendar includes world-renowned clinicians and lecturers which you will not want to miss! We hope you enjoy the 2023 NWDE, and look forward to seeing all of you there.

Dr. Cathy Kucey, EDDS President



With a heart full of excitement and pride, we extend a warm and hearty welcome to the 2023 Northwest Dental Expo (NWDE).

In the spirit of unity and resilience, we gather once again, celebrating not only our shared passion for dental excellence, but also our ability to thrive and evolve even in the face of unprecedented challenges. As we reflect on the past two years – a period that has demanded adaptability and ingenuity – we find ourselves drawn to a theme that encapsulates the essence of this moment: "Home Grown." In a world that has redefined the very concept of connection, community, and growth, this theme holds special significance, embodying the collective strength that has brought us here today.

"Home Grown" speaks to our commitment to nurturing and cultivating our talents, knowledge, and relationships right within the heart of our dental community. It encapsulates the idea that growth begins from within, that our shared experiences and expertise form the foundation upon which we build the future of dentistry. This year's NWDE is a testament to this ethos. Our carefully curated lineup of succinct, yet impactful lectures – reminiscent of the engaging style of TikTok – offers a platform for home grown insights – bite-sized bursts of wisdom that resonate deeply within our professional hearts. These sessions will not only expand your horizons, but also celebrate the strength that lies within our own ranks.

We extend our sincere gratitude to the dedicated NWDE committee, our sponsors, exhibitors, and, of course, to each and every one of you who form the core of our dental family. Your unwavering support has made "Home Grown" a reality, and for that, we are profoundly grateful. As we embark on this unique and enlightening journey, we invite you to immerse yourself fully in the experience. Connect with peers, engage in spirited discussions, and let the home grown spirit inspire you to reach new heights in your professional endeavours.

The 2023 Northwest Dental Expo is not just an event; it is a celebration of our collective resilience, innovation, and growth. So, with great enthusiasm and anticipation, let us embrace the essence of "Home Grown" and embark on a memorable exploration of knowledge and community. Let the home grown journey commence!

Dr. Brian Wong, Chair, NWDE 2023

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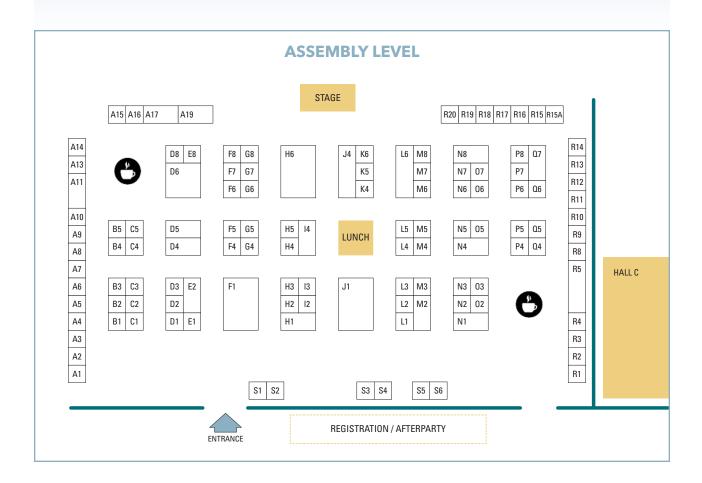


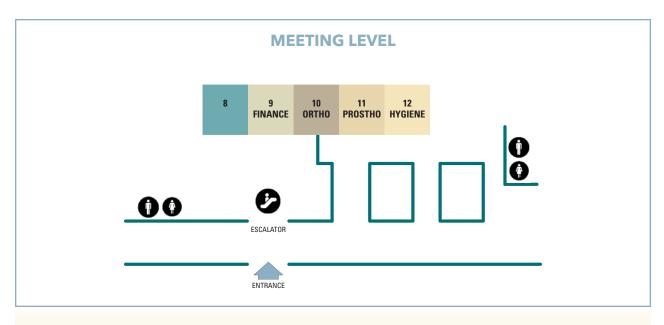
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hor Insurance Financial		 		R18 S4 R11 D3 R9 S1 E8

FLOOR PLANS





SCHEDULE

8:00 am EARLY BIRD LECTURES

HALL C

Supercharge Your Hygiene Team: Building an **Empowered and Profitable Hygiene Department**

Chrissy Ford

SALON 8

Alberta Dental Association Update: Elevating Oral Health for All!

9:00 - 11:30 am

SALON 9 FINANCE ROOM

- **Recruitment and Successful Associate Integration** Kimberley Pacula & Chaylene Gallagher
- State of Transitions in the Dental Market: Corporate vs. Private Dentistry; Inflation -Interest Rates, Practice Costs and Fee Guides; Ownership - Associate or Hybrid Options, Planning and Preparation for Transitions Henry Doyle, Calvin Carpenter & Jordan Mertz

SALON 10 ORTHODONTIST ROOM

Collaborating With Your Orthodontist to Boost Your Practice

Dr. Tehnia Aziz

2 Not Your Daddy's Braces: Current and Future Trends in Orthodontics; Invisalign Tips & Tricks Dr. Sunny Leong & Dr. Justin Kim

SALON 11 PROSTHODONTICS ROOM

- 1 The Missing Link to Dental Esthetics Dr. Kieth Manning
- 2 Transforming the Art of Shade Taking into Science Dr. Cornell Lee

SALON 12 HYGIENE ROOM

This or That? Dental Hygiene Edition Dani Botbyl & Beth Parkes

1:00 - 3:30 pm

SALON 9 FINANCE ROOM

- Team Communications and KPIs Linda Anderson
- 2 Top Ten Costly Mistakes in Your Dental Career Henry Doyle, Calvin Carpenter & Jordan Mertz

SALON 10 ORTHODONTIST ROOM

Early Treatment: Headgear, Expander, Lip Bumper, Twin Blocks Dr. Jessica Yu

2 The Secret to Predictable Esthetics Dr. Mike Major

SALON 11 PROSTHODONTICS ROOM

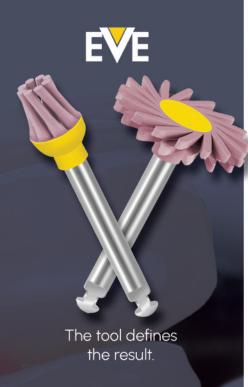
- Surgical and Prosthetic Management of the **Edentulous Mandible: Current Concepts** Dr. Brian Kucey
- 2 Ovate Pontic Site Development and Communication to the Lab

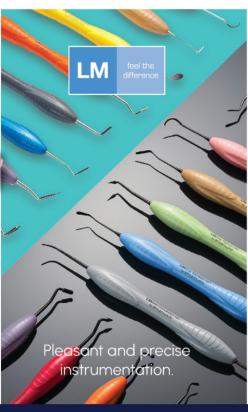
Dr. Mike Park

SALON 12 HYGIENE ROOM

- This or That? Dental Hygiene Edition
 - Dani Botbyl & Beth Parkes
 - * THIS IS A REPEAT OF THE MORNING LECTURE









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EARLY BIRD LECTURES

Supercharge Your Hygiene Team: Building an Empowered and Profitable Hygiene Department

HALL C

800 am

Chrissy Ford, RDH, BSCDH

A thriving hygiene department can have a major influence on the overall success of a dental practice. Do you know where your hygiene department is at? This course is intended for dentists, hygienists, and auxiliary team members who are interested in implementing an advanced patient-centered hygiene program – one which improves patient health, develops patient relationships, and motivates the entire team while increasing hygiene profitability.



Course objectives:

- Examine the top-three characteristics of an advanced and profitable hygiene department,
- Learn effective patient communication for increased case acceptance in both hygiene and dentistry,
- Learn how to empower your hygiene team to reduce burn out and improve staff retention.



Chrissy Ford, RDH, BSCDH

is a registered dental hygienist, practice manager, speaker, published author, and founder of the Ford Dental Institute (formerly Advanced Hygiene Solutions). The development of her successful continuing education and coaching programs draws from 22 years of experience in the dental field. She is committed to empowering dental professionals to find passion in their careers and enjoys coaching dental teams on how to integrate strong and profitable periodontal programs into their practice. Her coaching and continuing education company provides online courses, hands-on workshops, and in-office private coaching. She is a member of the DHAA, ACDH, and CDHA.



EARLY BIRD LECTURES

Alberta Dental Association Update: Elevating Oral Health for All!

SALON 8

800 am

Join the Alberta Dental Association for an engaging session at the Northwest Dental Expo 2023, with esteemed president, Dr. Bruce Yaholnitsky; vice-president, Dr. Jenny Doerksen; and CEO, Sandi Kossey, who will present their visionary plans for dentistry in Alberta. As the collective voice of dentists in the province, the association's mission is to strengthen and support the dental profession while promoting oral health as an integral part of general health for all Albertans.



The newly independent association aims to be recognized as vital partners in overall health, fostering a bright future for the entire oral health team. Come with your questions and ideas about the association's programs that will contribute to your physical, psychological, and financial wellbeing. Learn about priority oral health advocacy initiatives and get involved with your association. This is your chance to be part of reinvigorating oral health in Alberta!



ANALOG WORKFLOW



2 SURGERY/



4 VERIFICATION 5

6 CORRECTION

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SALON 9 - FINANCE ROOM

Recruitment and Successful Associate Integration

Kimberley Pacula and Chaylene Gallagher





Kimberley Pacula

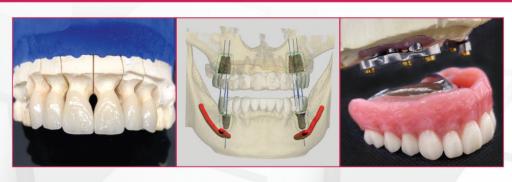
leads Heaps & Doyle's Dental Recruitment division. She founded the first dental associate recruitment firm in Canada in 2017 (previously called Associates on Demand). Pacula has developed a reputation for successfully matching the right associates with the right practices. Prior to entering the recruitment field as an entrepreneur, Pacula held the position of vice-president of operations and human resources with a dental corporation in Ontario. She also spent 15 years as a senior sales manager with one of the leading dental manufacturers in the world.



Chaylene Gallagher

is a partner at Bryan & Company with a primary area of practice in labour and employment law, acting for both employers and employees in drafting and litigation work. Gallagher is a sessional instructor of employment law at the University of Alberta Faculty of Law and is a member of the Canadian Bar Association. She serves on the executive for the CBA North section for labour & employment law and is a certified graduate of the LESA Annual Intensive Advocacy course. She is involved in several entrepreneurial groups within the Edmonton area.

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SALON 9 - FINANCE ROOM

State of Transitions in the Dental Market

Henry Doyle, Calvin Carpenter and Jordan Mertz

10¹⁵ am

Corporate vs. Private Dentistry; Inflation – Interest Rates; Practice Costs and Fee Guides; Ownership – Association or Hybrid Options; Planning and Preparations for Transitions



Henry Doyle

is a graduate of the University of Alberta and a licensed real estate broker. He has over 15 years of industry experience in health-care finance with Citibank. Doyle brings a wealth of knowledge and expertise to the business of dentistry. Doyle owns and operates the Heaps & Doyle group. For over 35 years, Heaps & Doyle has conducted thousands of valuations and been involved in hundreds of transitions. Heaps & Doyle offers the most comprehensive business solutions for dentists across Canada.



Calvin Carpenter

is a member of MNP's professional team. Working one-on-one with professionals in the health-care industry, they provide valuable advice to help clients reach their business goals. Their expertise covers a wide range of areas with vital importance to owner-managers and practitioners, including performance management, industry benchmarking, tax planning, and organizational structures.



Jordan Mertz

is a partner at Bryan & Company LLP. With a strong legal background in mergers and acquisitions, commercial leasing and financing, the majority of Mertz's practice is focused on health professional transactions. He has a wide network of professional colleagues in the dental industry and has over a decade of experience handling all manner of transactional and contractual matters for dentists.

SALON 10 - ORTHODONTIST ROOM

Collaborating with Your Orthodontist to Boost Your Practice

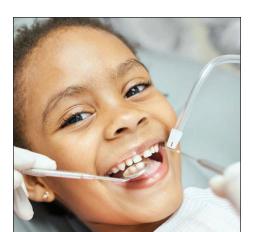
Dr. Tehnia Aziz

This talk will encompass commonly encountered orthodontic issues in growing children that can be managed collaboratively by a dentist and an orthodontist. We will review treatment timing and appliance selection.



Dr. Tehnia Aziz

is a board-certified orthodontic specialist with over 15 years of dental expertise. Her passion for restoring smiles has positively impacted thousands of patients at Strathcona Orthodontics for six years. Driven by a thirst for knowledge, she completed two master's degrees and a three-year subspecialization fellowship in Orthodontics at the University of Alberta. When not caring for patients, she cherishes time with her family and enjoys baking, gardening, exercising, hiking, and traveling. Dr. Aziz finds true fulfillment in performing acts of kindness for those around her.



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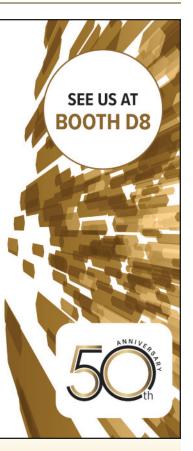


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SALON 10 - ORTHODONTIST ROOM

Not Your Daddy's Braces: Current and Future Trends in Orthodontics plus Invisalign: Tips and Tricks

10⁰⁰ am

Dr. Sunny Leong and Dr. Justin Kim

This course harnesses technology for improved and more efficient outcomes in orthodontic procedures, particularly focusing on digital orthodontics, 3-D printed braces, and aligners. The lecture delves into the realm of digital orthodontics, discussing how advancements in technology have streamlined treatment planning and execution, resulting in improved orthodontic outcomes, including top-five tips and tricks for aligners.





Dr. Sunny Leong

or "Dr. Sunny" as many know him, has been practicing orthodontics for over 16 years and still loves being an orthodontist. He has a fun and conservative treatment approach to orthodontics and has had braces treatment himself. In fact, it was because he really enjoyed the result of his orthodontic treatment when he was a kid that it inspired him to pursue a career in orthodontics! He describes himself as "just a kid from Edmonton" and loves practicing in his hometown, and of course cheering on the Edmonton Oilers. He welcomes patients from all over the South Edmonton area including Terwillegar South, Magrath Heights, Twin Brooks, Haddow, Windermere, and Riverbend, just to name a few. Many of his patients travel in from Leduc, Beaumont, Devon, Spruce Grove, Stony Plain, and even as far as Edson, Whitecourt, and Camrose!



Dr. Justin Kim

joined the team at Expressions/Fort Orthodontics to help create beautiful smiles for patients along with Dr. Sunny. He is passionate about providing the best care so as to make lasting, positive differences in our patients' lives. He received a Bachelor of Medical Science and Doctor of Dental Surgery degree at the University of Alberta. While in dental school, he began to see the tremendous impact that great smiles have on the lives of patients. He practiced as a general dentist in High River, Alberta, before returning to the University of Alberta to complete a three-year graduate orthodontic specialty program.

SALON 11 - PROSTHODONTICS ROOM

The Missing Link in Dental Esthetics

Dr. Kieth Manning

900 am

Dental esthetics is now recognized as a critical factor to achieve an acceptable prosthetic result for our patients. From a purely dental perspective, dentists concentrate on esthetic problems related to the shade, texture, shape, and size of the planned restorations. Further considerations will emphasize aspects such as dental materials or treatment options such as implant-supported restorations or restorations supported by the remaining dentition. It is recognized that these factors are worth considering, but there is one other factor that is arguably more important and often overlooked or completely missed. This presentation will review factors necessary to achieve an esthetic result for patients and will place emphasis on one important factor that tends to link all esthetic considerations together. This presentation will develop strategies to help identify this missing link and provide clinically relevant information to help the dentist manage esthetic considerations as the dentist introduces or incorporates more esthetics into their practice.



Dr. Kieth Manning

graduated from the University of Alberta School of Dentistry in 1973. From 1987 to 1989 he received his Master's of Science in Prosthodontics from the Rackham School of Graduate Dentistry at the University of Michigan in Ann Arbor, Michigan. From 1989 to 1997 he was the associate professor in the Division of Fixed Prosthodontics in the Department of Restorative Dentistry at the University of Alberta. On July 1, 1995 he was appointed co-ordinator (chairman) of fixed prosthetic for the Faculty of Dentistry at the University of Alberta. In 1997 he was the president of the Alberta Society of Dental Specialists. He was also president of the Alberta Academy of Prosthodontists from 2004 to 2008, as well as president of the Alberta Dental Association and College from 2010 to 2011. From 2008 to 2014 he was chief examiner for prosthetic dentistry for the Royal College of Dentists of Canada. He is the current president of the Association of Prosthodontists of Canada.



SALON 11 - PROSTHODONTICS ROOM

Transforming the Art of Shade Taking into a Science

10¹⁵ am

Dr. Cornell Lee

Dental shade taking, effective communication of tooth colour, and reproduction of these details in the final restoration is one of the most difficult challenges in fixed prosthodontics. There are multiple factors contributing to this challenge, including lighting conditions affecting colour interpretation, human variables in colour perception, lack of understanding of colour science, and limitations with shade communication systems. This presentation will describe a protocol to use calibrated digital photography and artificial intelligence software for shade analysis and extraction of colour information. This technology allows colour to be quantified so that a porcelain recipe can be generated, and digital try-ins completed, resulting in more predictable and consistent final results.



Dr. Cornell Lee

was born and raised in Edmonton and he completed his dental school training from the University of Alberta. After graduation, he went on to the University of lowa for an advanced education in general dentistry residency. Following this one year of training, he moved on to the University of Connecticut for a residency in prosthodontics, which was where he received education in both removable and fixed prosthodontics. As part of his training, he has experience in both the surgical placement and restoration of dental implants. During his time in Connecticut, he also performed research on dental implant fatigue testing for which he received a Master's in Dental Science. Dr. Lee is a diplomate of the American Board of Prosthodontics, fellow of the Royal College of Dentists of Canada, fellow of the American College of Prosthodontists, and a member of the American Academy of Fixed Prosthodontics.



SALON 12 - HYGIENE ROOM

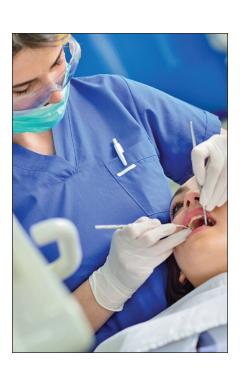
This or That? Dental Hygiene Edition

Dani Botbyl, RDH and Beth Parkes, RDH, BSc

900 am

The dental hygiene appointment is centred around evidence-based practice involving the conscientious use of the best available research, the needs and wants of the patient, and the expertise and preferences of the clinician. Add to this the incredible selection of products and technologies available today and decision making can become overwhelming. In an entertaining 'this or that' format, Botbyl and Parkes present relevant clinical scenarios with various options, discuss the science, share their experiences, and involve the audience in building a case for implementation before a choice is ultimately revealed. Possible discussion topics include air polishing, biofilm, lasers, desensitizing, comfort, ultrasonic instruments, hands scaling, aerosol management, probiotics, and home care.

- Evaluate a minimum of five dental hygiene treatment/technology options including best practices for implementation and patient contraindications.
- Discuss the key elements of the evidence-based decision-making model and the practicality of its use in everyday dental hygiene practice.
- Describe a minimum of three techniques that can improve patient compliance in office and at home.
- Create a list of several items that can impact the efficiency and production of the dental hygiene appointment.



Dani Botbyl, RDH

is an educator, author, and researcher who has developed and presented evidence-based lectures and workshops nationally and internationally. She has served as the national clinical educator with Dentsply Sirona Canada for over two decades. In 2018, with her co-authors, Botbyl was awarded the *Canadian Journal of Dental Hygiene* Research Award for Best Original Research Paper and most recently co-authored the second edition of *Periodontal Debridement: Theory and Technique* (2023, John Wiley & Sons).



Beth Parkes, RDH, BSc

is an engaging international speaker who has been a registered dental hygienist for 17 years. She has worked in general and independent practice, mobile dental hygiene, orthodontics and periodontics. She is the vice-president of rdhu Inc., leader of their laser training program across Canada, a Quality Assurance coach, and a cast member of the ever-popular CE Show, *The RDH View*. Parkes is a published author and a board member for *Dental Hygiene Quarterly*. Her vision is to help create leaders in the dental hygiene profession, empowering them with knowledge and skill sets that will set them apart.

THIS SESSION WILL BE REPEATED AT 1:00 P.M.

SALON 9 - FINANCE ROOM

Team Communications and KPIs

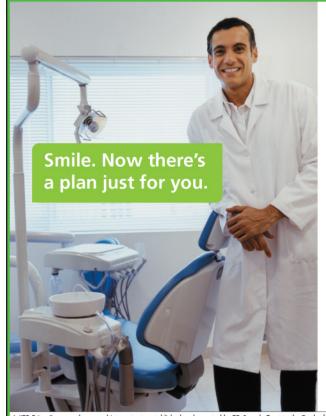
Linda Anderson

100 pm



Linda Anderson, Adult Ed. CTP

loves results! She realizes that to be a successful leader you must understand the impact of change on a team and change has been a constant in her career. Anderson gained her knowledge and experience through developing her roles within the practice of dentistry; as well as through continuing education and then as a practice management coach serving dentists across North America. Anderson has completed many courses in leadership; mediation, case presentation, and has a Certificate in Adult Education through Saint Francis Xavier University. She is also a past member of the Academy of Dental Management Consultants. Anderson achieved the designation of certified training practitioner from the Institute of Performance and Learning and recently was certified in the "Taking flight with DISC" assessment.



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1 "TD Prime" means the annual interest rate established and reported by TD Canada Trust to the Bank of Canada from time to time as a reference rate of interest for the determination of interest rates charged to customers of varying degrees of creditworthiness in Canada for Canadian Dollar loans. 2 Subject to complying with TD Canada Trust lending policies and criteria, including confirmation of good personal credit history. Certain business documentation is required. Other conditions may apply. ® The TD logo and other trade-marks are the property of The Toronto-Dominion Bank.

SALON 9 - FINANCE ROOM

Top Ten Costly Mistakes in Your Dental Career

Henry Doyle, Calvin Carpenter and Jordan Mertz

100 pm





Henry Doyle

is a graduate of the University of Alberta and a licensed real estate broker. He has over 15 years of industry experience in health-care finance with Citibank. Doyle brings a wealth of knowledge and expertise to the business of dentistry. Doyle owns and operates the Heaps & Doyle group. For over 35 years, Heaps & Doyle has conducted thousands of valuations and been involved in hundreds of transitions. Heaps & Doyle offers the most comprehensive business solutions for dentists across Canada.



Calvin Carpenter

is a member of MNP's professional team. Working one-on-one with professionals in the health-care industry, they provide valuable advice to help clients reach their business goals. Their expertise covers a wide range of areas with vital importance to owner-managers and practitioners, including performance management, industry benchmarking, tax planning, and organizational structures.



Jordan Mertz

is a partner at Bryan & Company LLP. With a strong legal background in mergers and acquisitions, commercial leasing and financing, the majority of Mertz's practice is focused on health professional transactions. He has a wide network of professional colleagues in the dental industry and has over a decade of experience handling all manner of transactional and contractual matters for dentists.

SALON 10 - ORTHODONTIST ROOM

Early Treatment: Headgear, Expander, Lip Bumper and Twin Blocks

100 pm

Dr. Jessica Yu

Skeletal deficiencies in maxilla and mandible are the most challenging treatments in orthodontics and orthopaedics. Some early treatments would provide success in orthognathic corrections and development. Dr. Jessica Yu will present various modalities such as headgears, lip bumpers, palatal expanders, and Twin Blocks.



Dr. Jessica Yu

was born and raised in Edmonton. She graduated from Boston University's Henry M. Goldman School of Dental Medicine with *magna cum laude*. She completed her orthodontic training in 2010 at University of Pennsylvania under Dr. Robert Vanarsdall.



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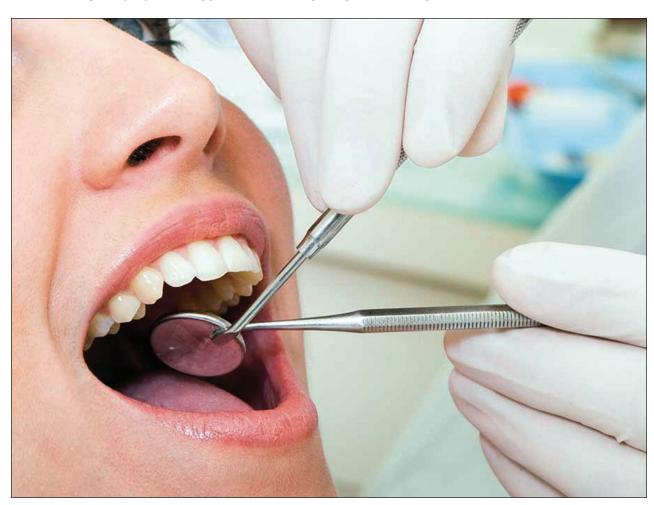
SALON 10 - ORTHODONTIST ROOM

The Secret to Predictable Dental Esthetics

Dr. Michael Major

2 pm

In this lecture, you will learn how to achieve predictable smile esthetics across multiple disciplines of practice by uncovering secret unifying principles that transcend time and culture. Clinical examples will be provided demonstrating everyday usable application of these principles in dental practice.





Dr. Michael Major

is an orthodontist with academic roots in Boston University and the University of Alberta. He is best known for his practice and teaching in functional and medical orthodontics. While Dr. Major's career has focused mostly on TMD and pediatric OSA, his first love of dentistry was found in smile esthetics. In fact, the early part of his career was spent lecturing on smile esthetics and teaching the orthodontic biomechanics on how to achieve truly jaw-dropping esthetic outcomes. While Dr. Major's NWDE presentation will have a return to his roots feel, the lecture will bring together esthetics with his well-known expertise in function and health. By the end of his presentation, clinicians will feel confident knowing why a beautiful smile is rarely "just about esthetics".

SALON 11 - PROSTHODONTICS ROOM

Surgical and Prosthetic Management of the Edentulous Mandible: Current Concepts

100 pm

Dr. Brian Kucey

It has been over 60 years since the watershed research of P.I. Branemark *et al* forever changed the management of the edentulous patient. This lecture will review research and techniques over this time and provide a checklist for clinicians in considering implant treatment for the edentulous mandible.





Dr. Brian Kucey

completed his BSc and DDS at the University of Alberta and his Certificate in Prosthodontics, MSEd degree, and Certificate in Medical Education from the University of Southern California. He is a life diplomate of the American Board of Prosthodontics, and holds FRCD(C), FAP, FACD, FICD, FADI, and FPFA. Dr. Kucey is a past president of the Alberta Dental Association & College, the Alberta Academy of Prosthodontists, the Alberta Society of Dental Specialists, the Association of Prosthodontists of Canada, the Canada Section of the American College of Prosthodontists, the Edmonton and District Dental Society, and the Pacific Coast Society for Prosthodontics. He completed implant surgical and prosthetic training at the Branemark Clinic in Gothenburg in 1991, and founded the Alberta Implant Seminar (AIS), which has produced over 3,600 hours of C.E. He has published several original articles, contributed to books, and is a reviewer for several journals. As an associate clinical professor at the University of Alberta, he taught at the predoctoral and postdoctoral levels. In 2021, he received the American College of Prosthodontists Private Practitioner Award for Region 7- International. He practices full time at South Edmonton Prosthodontics with Dr. Elena Hernandez-Kucey and Dr. Catherine Kucey of Kucey Dental Group.

SALON 11 - PROSTHODONTICS ROOM

Ovate Pontic Site Development and Communication to the Lab

Dr. Mike Park

In this session, Dr. Park will discuss various considerations and methods for developing an ovate pontic site immediately after an extraction and in a healed ridge. Furthermore, he will provide insights into effectively addressing ridge deficiencies through soft tissue grafting. The session will also cover how to transfer the ovate pontic site contour to the dental lab.

2¹⁵ pm







Dr. Beom (Mike) Park

is a dual specialist in periodontics and prosthodontics. He received his Doctor of Dental Surgery degree from the University of Alberta. After two years of practicing general dentistry, Dr. Park then completed specialty training in prosthodontics (CAGS, MSD) and periodontics (CAGS) at the Boston University Henry M. Goldman School of Dental Medicine. Dr. Park maintains a fulltime private practice, Clear Dental, limited to fixed prosthodontics, periodontics, and implantology. Dr. Park teaches periodontal residents at the University of Alberta as an assistant clinical professor. He co-founded the Clear Dental Education with Dr. Chang and Dr. Liu. In addition, he lectures both nationally and internationally in the fields of implant surgery and prosthetics, digital dentistry, and esthetic dentistry.

Failure to Launch?

Five steps to successful change

By Owner Dentist

ave you ever attended a conference, left feeling inspired to revamp your practice, briefed your team on the new idea, only to have it last a few weeks before falling back into business as usual? This phenomenon is called integration failure – and it's frustrating. Why are dental practice owners experiencing this and what can they do to have more predictable success?

When we look at business theory, the change management process has five phases: Preparing, Planning, Implementing, Embedding, and Learning.

Preparing

For change to occur, the team must understand the challenge, how it is creating dissatisfaction, and the reason to buy into the new idea. This initial buy-in will reduce resistance to change and help you identify who might be an excellent champion to keep momentum.

Planning

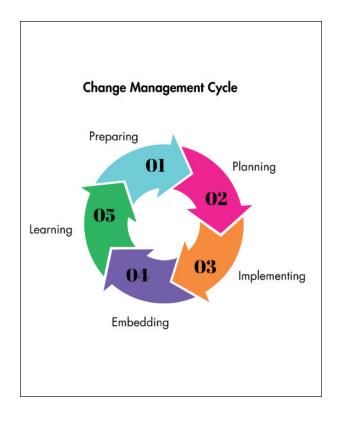
When your team is excited to embrace change, there is a formalized plan developed that incorporates strategic goals, measurable indicators of success, assignment of activity responsibility, and a step-by-step plan to incrementally embed the change into usual business activities. The average plan has five to eight indicators of success and 15 to 24 actions required to achieve them. Your planning process should include a review of the organizational structure, strategy, systems, and processes.

Implementing

In this phase, your team will follow the plan orchestrated, with champions providing motivation to fuel the change process. You should identify the wins and celebrate them. If challenges are presented, it's recommended to mitigate them immediately to ensure the initiative remains live. Repeated communication of your vision and reasons for change act as a reinforcement.

Embedding

This is where we prevent reversion during the transitory period through use of control mechanisms, rewards, and structured processes. For the change to remain, it must embed itself into the practice culture and operations. If you have old processes that make the new initiative cumbersome, you increase the chance of failure.



Learning

Remember those five to eight indicators of success you determined in the planning stage? In this phase you will utilize a formal structure to evaluate if you were successful, failed, or if it was a mixed result. The insights gathered can be leveraged at your next opportunity to implement change.

Real change is challenging in small team environments. Practices with established processes for strategic long-term planning and strong operational systems experience higher rates of achievement because their teams are enthusiastic about innovation.

At Owner.Dentist we strive to simplify the change management process. We use a combination of industry experience and business theory to drive incredible results in our practices. If you are interested in how we help owners grow their startup or established practices through strategic advisory, book your free discovery call today!

29

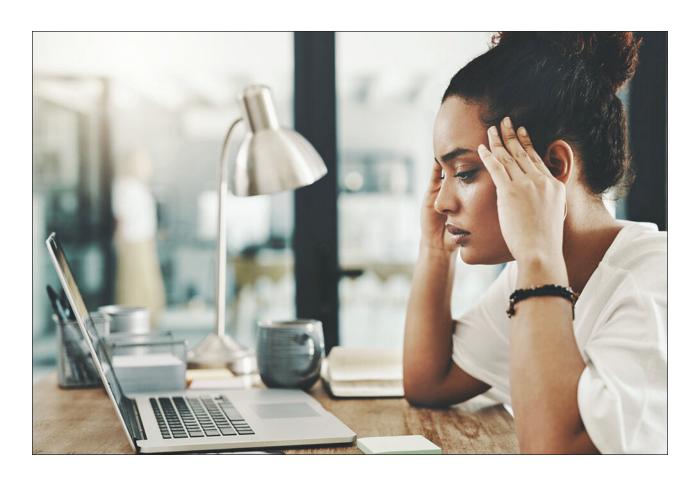
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Big Deal or Big Dupe?

Know what you're getting into before you sign on the bottom line

By Darren Shanahan, Avail Dental Advisory Services



hese days it seems many people are asking questions about 'the big deal', 'the best deal', and 'the bad deal'. In addition to this, more and more people are wondering if those really big deals are really real, or if those (few and far between) big deals are actually big dupes?

Well, the answers are really not so cut and dry. The answers are definitely more complex.

First, let's clear the air about something; Yes, DSO's are still very active in the market place, and no, DSO'S are not evil empires!

So, here's the thing – that big deal or best deal really is different for everybody. For many, the big deal is a fair market value, an easy transition to a motivated associate and a great legacy of patient care.

For some, it's an open market sale with a well-matched buyer, followed by a win-win associate agreement and none of the business of ownership. And, for some, it's a front-end payday, a targetled associate position with share options and no management responsibilities. So, the big deal or the best deal is all relative. That being said, there is always the possibility of the big dupe.

Now that doesn't necessarily mean that you've lost money or someone has pulled the wool over your eyes, but it does mean that you (the seller) may not have actually found your best match – thereby giving you the 'big deal'. (Also, don't get too hung up on the words 'best match' - this is not a dental dating service)!

All of this begs the question, 'what puts me at risk for the big dupe?' The answer to this is a little more straight forward. Now, obviously, we are advocates for representation. Using a trusted broker exponentially reduces your risk of losing out in a deal. A broker can see

so many aspects in a sale – we often refer to it as the 'macro view' or the 10,000-foot view. This results in better protection for all parties involved. Additionally, brokers have a better sense of what is going on in the market-place and can work to ensure the best sale match for you and your situation.

Unsolicited offers are very often an offer of big money and quick transition. They tend to be dazzling and exciting. And there is nothing wrong with taking a serious interest in this, but you must be cautious. If this offer (solicited or unsolicited) catches your eye, then remember this: if one party is interested, then more parties are probably interested too. It sounds very basic but truthfully, it's easy to be dazzled by an offer and forget the marketability of your practice.

If you receive a big dazzling offer, your best plan is to vet that offer against others. If that big offer comes from one DSO, why wouldn't other DSO's be

interested? You simply will never know if you got the best deal for your situation if you don't compare it to other offers. You could be leaving dollars, transition goals, share options, total buy-outs, staff transitions, etc. on the table.

Most people know about the big three DSO's, but did you know that there are actually 10 to 14 small, medium, and large corporations out there? This is why it's so important to not sign anything unless or until you have a chance to have a certified valuation done and you have a better understanding of the true market value. Once you know that true market value, then you'll understand that it's worth entertaining more than that one offer (that may have had you under a gag order for six months while someone else sits in the driver seat of your potential sale).

Our advice is to invest in the services of a trusted broker (with reasonable

rates ... this is another topic for another article). Let this trusted advisor take a macro look at all of your possibilities and they will help you to negotiate the best deal for you, the big deal for you. Let them make sure you don't fall victim to the big dupe.



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Looking to Build or Renovate?

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By GH Construction

e are GH Construction Ltd. and we build dental clinics. With extensive experience in this field we have done an astounding job of building, retro-fitting, and renovating beautiful clinics in Edmonton and area. Our overall goal of each project is to ensure that our clients get to focus on what they love doing and we help with anything that could cause stress outside of running the business and caring for your patients.

We work with you from the beginning to help simplify the building or renovation process. We have been building dental clinics for the past 10 years and are a trusted partner for many in the industry. It starts with a conversation, one you're going to want to have if you've been thinking about making a change. Due to the intricate and detailed processes involved in building dental clinics, experience is crucial.

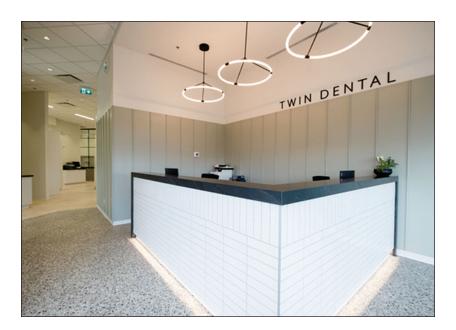
With our consultative approach we educate you every step of the way. We will maximize your investment while minimizing your stress and downtime.

When should you involve a construction manager?

As soon as possible. We can connect you to anyone you may need. The more involvement we have from the very beginning, the more advantageous (not to mention cost-saving) it is to you.

Why should I trust GH?

Working with us means you can leverage our 15 years of health-care relationships and our experience to ensure your project goes smoothly.



Experience building dental clinics is crucial due to the intricate and detailed process, as well as quicker turnaround times.



32







"We had a great experience working with GH to build our clinic. The entire process was transparent and efficient. Nadder was outstanding in his communication, project management, and in keeping the build on schedule and on budget. It was always a pleasure working with Jordan and Giles, and they were always prepared to answer any questions or concerns to ensure that we were satisfied. GH Construction stands behind their work and we would recommended them to anyone," says a representative at Newbury Dental.

"We used GH Construction as our contractor for our second location. They were absolutely awesome to work with and we strongly recommend using them! Nadder and his staff anticipated all our needs and helped advise us on potential situations. They work hard, efficiently, and take pride in their work. We are very happy we found them and would use them again," says a representative at Cameron Dental.

Get in touch with us here:

- nadder@ghconstruction.ca
- 780-504-1792

To check out more of our work head over to our website and social media channels for more.

www.ghconstruction.ca



33

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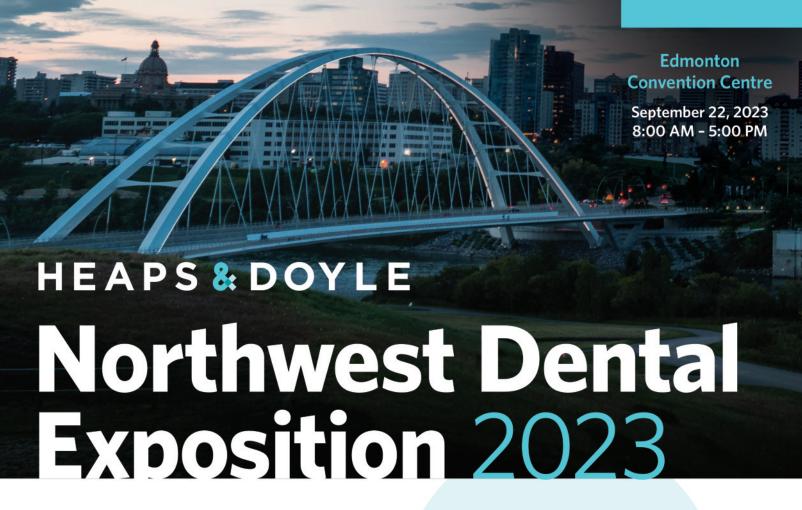
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GFM Environmental Services is pleased to announce a 15% off discount for all EDDS members on Biomedical, Sharps, Amalgam and Special Handling waste.



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We will be covering the following topics:

- State of the Transitions Dental Market
- Successful Associate Integration



Henry Doyle President & Founder

Presenting with: Calvin Carpenter (MNP) and Jordan Mertz (Bryan & Co.).

- State of the Transitions Dental Market
- Top Ten Costly Mistakes in Your Dental



Kimberly Pacula
VP Dental Recruitment

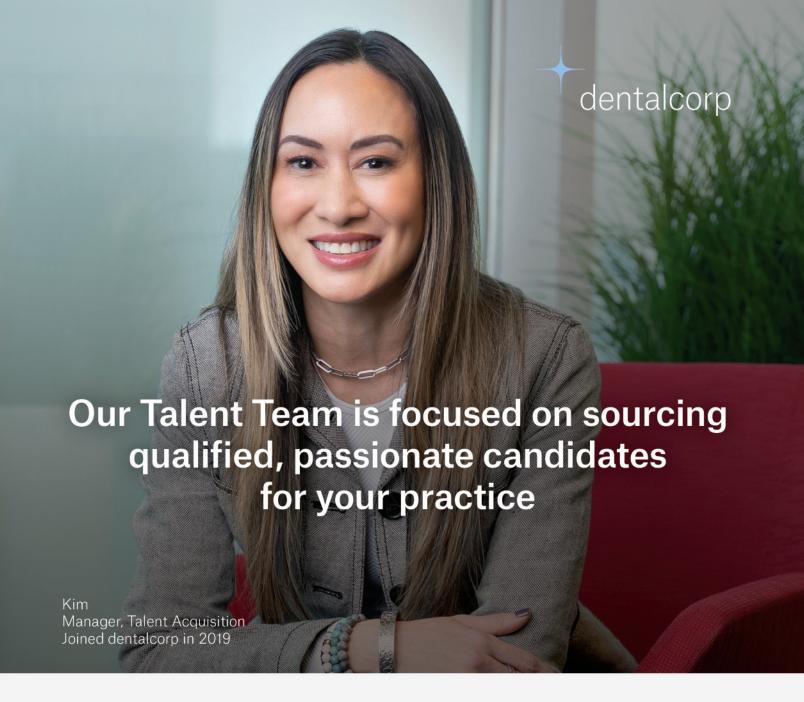
Presenting with: Chaylene Gallagher (Bryan & Co.).

 Recruitment & Successful Associate Integration



Linda Anderson Lead Dental Coach, Growth Services

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screening services at no cost

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We invest in your practice at an unprecedented scale to provide the best care for your people and your patients.

