

7 FRAMEWORKS **TO BUILD A WILDLY PROFITABLE HEALTHCARE TEAM**

**COPY THE EXACT FORMULA
THE TOP 1% OF PRACTICE OWNERS
USE TO HIRE, TRAIN & RETAIN A- PLAYERS**



USE THIS FRAMEWORK

to build the ultimate Dream Team that grows your business!

Hi, I'm Sarah Hodge, Co-Owner & COO of Practice Acceleration.

I'm a business growth expert specialising in high-level strategy, operations, management, and leadership. It's my mission to help healthcare practice owners double their income, halve their clinical hours, and take back control of their practice - and their lives!

Since 2009 I've been dedicated to growing Practice Acceleration from a fledgling start-up into the world-leading healthcare coaching business it is today.

Over the years that has included:

- Co-creating the Practice Machine Program (implemented by over 2,000 successful practice owners worldwide)
- Growing our online audience to over 50,000 followers
- Co-hosting the Practice Acceleration Podcast (over 200,000 downloads and counting!)
- Handling over 10 million dollars in profitable ad spend

Team building and leadership are big passions of mine - after all we couldn't do what we do without the support of the outstanding team we've built here at Practice Acceleration.

That's why I'm so excited to share our tried-and-tested framework for hiring and developing a high-performing team with you today.

To your success,

Sarah Hodge



I SPEND MY DAYS PUTTING OUT FIRES AND DEALING WITH DRAMA!

And if I step away for one minute, everything falls apart...

Do you ever feel like you're doing all the heavy lifting in your practice... even though you've got staff?

I'm betting nobody else works as hard, re-books as many patients, or maintains such high standards as you do, right?

When your team isn't pulling its weight, **it can feel like the success of the practice rests solely on your shoulders.**

It means you have a job, not a business... and a stressful job at that!

If you're working like crazy to make up for the mistakes, problems, and lack of results your team are bringing...

It's time to take your superhero cape off!

Because you can't do it all. Nor should you aim to.

To have a really successful practice, you need to have a high performing team around you.

A team that is aligned with your vision and company values. A team that goes the extra mile to exceed expectations. And a team that **continually drives the business to new levels of success.**

The GOOD NEWS is...

There are some very clear frameworks you can follow to ensure that your business attracts, trains, and retains A-player staff.

We've tested this managerial structure with over 2,000 healthcare practice owners worldwide. **And it WORKS!**

If you have ever wanted your team to perform better, and your business to depend less on you (or grow with less of a battle)... this resource will become your new road map for building a high performing, engaged, and aligned team that you love working with.

Use it to gain the confidence that your practice is running like clockwork, and actually growing week-upon-week... even when you're not in the office!

Are you ready to rock?

Let's do this!

THE PRACTICE OWNER'S *Journey*

There are 6 different phases you need to grow through in private practice. Just like the clinical reasoning phases you go through with your patients, this is the series you need to apply to your business.

Each phase has its own challenges that need to be overcome to ascend to the next level.

If you are feeling stuck at your current level... chances are it's because there's still something missing that you need to address before you can move up.

The good news is, once you understand what you need to do in each phase, growth becomes so much easier and faster!

This resource is one of the tools that can help you master this level, and get ready to ascend to the next!



Phase 1 *Startup*

Making your mark

Establishing your business and building your confidence



Phase 2 *Team Up*

Your first hire

Getting busy and hiring back-end business support



Phase 3 *Systems Up*

Building consistency

Creating systems that provide replicable results



Phase 4 *Manage Up*

Developing your team

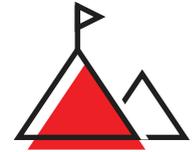
Reducing your clinical hours and training your Dream Team



Phase 5 *Leader Up*

Guiding from above

Shifting into a CEO role and focusing on high-level strategy



Phase 6 *Scale Up*

Overseeing your empire

Freedom to work and live on your own terms. Expand or retire!

THE PROBLEM

Poor staff performance costs businesses thousands of dollars each year.

Think about your practitioners right now. Just say you're paying them \$80k, and they're only operating at about 60% productivity... that's 32 thousand dollars a year wasted - per employee!

It's tempting to say 'well they were just a bad hire'.

Sure, some people are simply the wrong fit for your business culture, and you didn't know how to spot it before you hired them (we'll show you how to fix that shortly).

But the truth is that most staff underperform because they haven't got the role clarity, accountability, and leadership they require to function at their best.

Nobody wants to come to work and be bored, confused, or otherwise not set up for success in their role. People want to be engaged, challenged, and experience job satisfaction.



But when you don't have clear management frameworks in place to give them what they need to succeed, team members who would otherwise thrive will become bored and disengaged.

And what follows is -

- Non compliance and resistance to change
- Missed targets and underperformance
- Deteriorating company culture

This has a major impact because the pressure mounts for YOU to fill the gaps! That means putting out more fires, working extra hours, constantly chasing things up, and taking on more and more to pick up the slack from your team's underperformance.

Ultimately you end up completely chained to your business. Next step, stress, burnout, and exhaustion!

There is a better way...

THE SOLUTION

Your team is your engine room – it's what drives your business forward every day.

To build a highly successful, engaged, aligned, and responsive team, you need replicable frameworks in place so that you can consistently and reliably:

- Create the best performing team members
- Set the standard for their performance
- Systemise their weeks so they know how to succeed
- Train them properly and provide a career path that excites them
- Manage them regularly - accountability is key!
- Coach and provide performance-enhancing feedback to them.

And you also need systems in place to hire the right people in the first place!



When you get this right, you develop a committed team that's really aligned with your vision, are excited about what they do, go the extra mile, surpass your targets, and smash every goal you set.

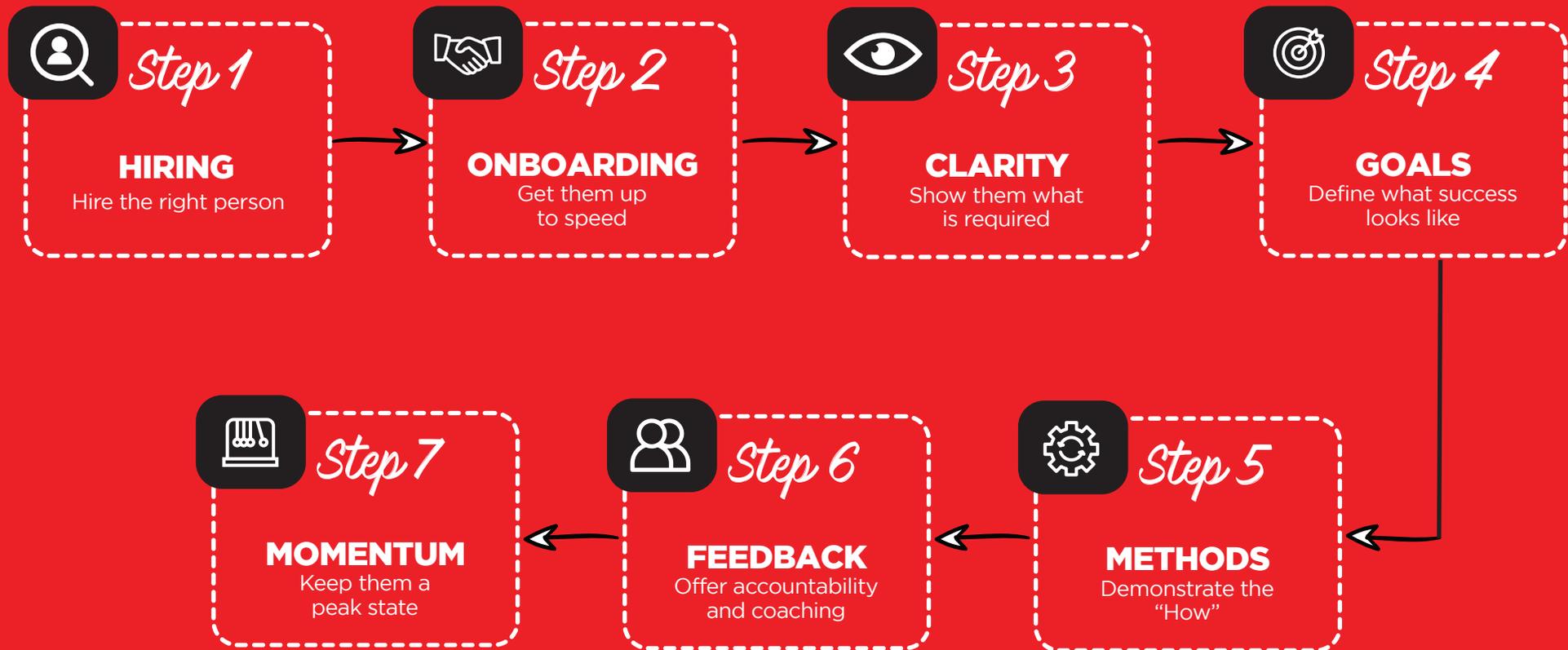
And instead of your business draining energy from you, your business will energise you.

Every day, you'll be jumping out of your bed excited about going to work.

You'll have the ultimate lifestyle business - a business that gives you the income and freedom to choose to live life on your terms.

Let's take a look at how to do this...

THE PROCESS



Step 1: HIRING

HIRE THE RIGHT PERSON

When it comes to recruitment of both clinical and non-clinical team members, many managers simply wing it and hope for the best. But just because someone looks good on paper doesn't mean they'll be a great fit for your business!



Hiring the right person involves -

Identifying your ideal new staff member.

To really grow your business you need more than just another person with a degree... you need someone that's going to elevate your results. Practice owners often hire someone for a role and expect that person to fit their business without first working out who is the best person to fit that need.

Some questions to get clear on -

Where are the current gaps in your business that you need to fill?

To fill these needs, what skills and experience do you need in the next person that you hire?

In order for them to elevate your company culture, what is their personality like? What kind of attitude do they have? Which character traits are you looking for?

CREATING THE PERFECT AD THAT MAGNETICALLY PULLS THE RIGHT PEOPLE TOWARDS YOU.

When you're clear on who you're looking for, it's time to create your job advertisement. People often forget that a job ad is advertising YOU as a business just as much as the job itself. So your ad needs to be written in a way that will attract the type of person you're looking for.

Ask yourself -

How can you position your role as desirable to your ideal candidate? What do they need to hear to interest them in the position?

What can you do to make your job ad stand out from your competition?

How can you present your practice as a place your ideal candidate will be excited to work at?

Job Ad Example - MAKE IT YOUR OWN!

Are You The Motivated and Dynamic Practitioner We Are Looking For?

About You

You are a fun, personable, outgoing practitioner and have a desire to excel in private practice. You're always looking to develop your clinical knowledge and skills, and are eager to take on new and exciting challenges.

Perhaps you are looking for your first role in a practice or maybe you just aren't fulfilled with your career so far and know that there is a better opportunity waiting for you. Things are about to change, read on to hear how: You'll be our future XXX practitioner, and take pride in your XXX career.

You'll have great people skills, fantastic communication and enjoy working as part of a dynamic team, and having a laugh and banter in our vibrant culture. You want to earn a fantastic base salary, and be financially rewarded as you grow your caseload. You want the opportunity to become more than just a standard team member because you know that you are able to deliver much much more.

About Us

We are a well-established, and progressive practice known for delivering excellent patient outcomes in a fun and friendly environment. With over XXX years of history we are continuing to expand due to a popular following amongst patients, medical referrers, strong networks and an excellent community reputation.

We are committed to helping all of our team to reach their potential professionally and personally and provide all the support necessary for you to reach your goals in a caring, fun and supportive environment. We offer an attractive salary with great performance incentives so you are rewarded for your hard work.

Whether you are a young energetic practitioner looking for an inspiring practice to leapfrog years in your learning curve, or you are more experienced and want to expand your career opportunities and reach your true potential, we would love to meet you. Tell us why this job is for you!

[DOWNLOAD YOUR COPY NOW](#)



Take Control OF THE INTERVIEW

If you don't control the interview, your candidate will do it for you! So it's important for you to set the pace and tone from the beginning (no more getting interviewed by your future staff).

It could be something as simple as saying:

Thanks for meeting with me today, [NAME]. We only have 15 minutes, and I have another interview right after you, so we'll need to keep to schedule - is that ok?

Great. My job today is really simple. I'm going to ask you a load of questions to work out if you are a fit for us and how you might add value to our company. Since we don't have much time, I'd appreciate you keeping your answers nice and short so we stay on track.

At the end of the interview, I'll either let you know that you're not a fit, or if I'd like to progress you to round 2, which is an in person interview. Ok?

Great. Let's get started...

Also, have a set of pre-determined questions you will ask, such as:

- Why are you leaving your current position? And why do you want to work for us?
- What do you consider your most significant accomplishment?
- Can you describe a situation where you took initiative?
- One of our biggest problems is What has been your experience with this? How would you deal with it?
- How have you grown and changed over the years?
- Deadlines, frustrations, and difficult patients can make a job difficult. How do you handle these types of situations?

PRO TIP:



If they pass the in person interview, don't forget to call their referees and ask them similar questions about the candidate. If their referee's answers don't reflect how the candidate positioned themselves in the interview, that's a huge red flag!

Remove the Emotion FROM THE DECISION



People will show you their best self in an interview, so you need to have other things in place to help you rate their suitability objectively.

So have a scorecard to assess candidates and mark them 1-10 for both the skill and personality prerequisites you identified when you outlined your ideal candidate. How well do they match up?

This removes the guesswork and 'gut feeling' from the hiring decision, and bases it on clear data instead.

NAME	INITIATIVE	ACCOUNTABILITY	OPENNESS	LEADERSHIP
Kellie Clear	8	8	10	8
Jack Glass	7	8	8	7
Henry Crystal	5	4	3	4
Moira Pane	7	5	6	5

Step 2: **ONBOARDING**

GET THEM UP TO SPEED

Don't adopt a 'wait and see' attitude for whether this person will actually work out. You can't afford to slow down your business for 6 weeks while they catch up! You've got to keep things moving.

To compress their learning curve and get your new hires performing at a high level really quickly, you need a water-tight onboarding process that clearly maps out their journey into your business.



Here's how:

Create and document a growth journey.

Literally write out what happens at day 1, day 2, and so on for the first 6 weeks at least. They need to understand what they're doing, how it fits into their role, and what success looks like at each milestone.

Have timelines that match your milestones for growth.

Tasks expand into whatever level of time you allocate to them. Setting timelines bookends each section of the growth journey and compresses that learning time dramatically.

Test those milestones.

Anyone can say that they've hit the milestone and they know the content, but do they really understand it? Testing them keeps you on top of where they're actually at in the journey, so you can give them whatever resources or extra training they need to stay on track.

Create a training library.

Record your resources and add them to a training library that you can use again and again. Use video, use audio, create checklists and PDFs... whatever you use to train a person once should be documented for use again and again. This puts the whole process largely on autopilot, saving you and your team an enormous amount of time.

Step 3:

CLARITY

SHOW THEM WHAT IS REQUIRED

Staff members need hyper-specific goals and expectations laid out for them from the beginning. They need absolute clarity around what is expected of them in their role, such as patient retention and building a busy list.

Clarity around outcomes is not just for your clinical staff - ensure everyone knows what is expected of them with regards to the actions that you require your team to take daily, weekly, monthly, quarterly, and yearly.

Without this clarity, you're already opening the door to doubt and confusion... and what follows is frustration, boredom, and poor performance.

So create a crystal-clear picture of what their role looks like.



TITLE OF ROLE

(write the title of your role here)

e.g Practitioner type, CEO, Director, Manager, Administration etc

PURPOSE OF ROLE

(when this role is performed successfully what does that look like?)

1. Successfully treat patients of XYZ clinic to the standards set out as per our signature system best practice requirements.
 2. To represent XYZ clinic to the highest standards and commit to growing our brand.
 3. To be a leader in XYZ profession and positively influence the health outcomes of XYZ community.
-
-
-

Role Activities



To make each role successful, specific activities need to be performed at a specific frequency.

Outline the activities below to specify the actions and frequency required to successfully fulfil each role within your team.

NAME	FREQUENCY: DAILY	WEEKLY	MONTHLY	QUARTERLY	ANNUALLY
Task 1	X				
Task 2	X				
Task 3		X			
Task 4			X	X	
Task 5					
Task 6		X			X

Real Member Wins

USING THIS FRAMEWORK

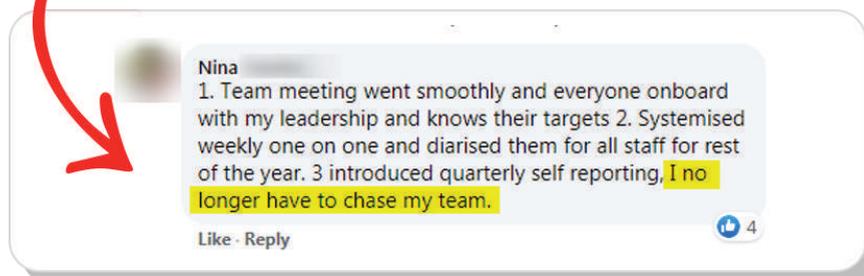
Matt Physiotherapist - AU

Matt's team ran the business while he was on holiday... and increased profits 16%!



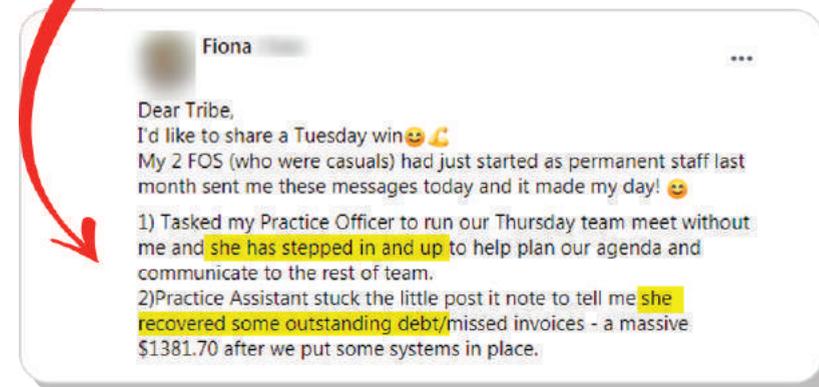
Fiona Physio - AU

The team are supporting Fiona as a leader... so she can work ON the business (instead of IN it).



Nina Podiatry - AU

Staff are well managed and self-reporting - no more chasing things up!



Real Member Wins

USING THIS FRAMEWORK

Deb Dentist - AU

Systems and staff are running like clockwork while Deb lies by the pool.

Deb
It feels like a hard week this week - Back from a week in Bali unwinding and relaxing... Bliss.
The win for this week: 1. the practices kept ticking along and no major upsets or problems to deal with when we got back.
2. Staff had performed to new management style and requests.
3. Best result was at the city practice - 11 new patients this week! and country practices had high uptake to the new automated recall system.
One afternoon we saw 7 recall (new episode) patients directly from the new system doing its work. Not bad work when you have the system working while we lie by the pool John Cobley 🥳🥳🥳

Like · Reply

Sandra Speech Therapist - AU

Recruitment process bringing in top talent AND creating a new revenue stream!

SpeechNet Speech Pathology and Learning Centre
Followed recruitment steps to the letter. Have landed 2 clinicians!!!! Both signed contracts this week. One is extremely experienced in a sub specialty that is pretty hard to find (swallowing & feeding issues in breast & bottle feeding infants & toddlers) - this is a major win for me as I have been the only one that can do this area, it's always urgent & so I end up totally over worked & everything else falls apart. AND she is dual trained as a lactation consultant & coming from the major tertiary hospital ..SO when I spoke to the incharge at the hospital as part of the referee checks, we talked about linking up our service to their outpatient tracheostomy feeding kids! SO, New staff that's bringing new clients referral pathways- a definite WIN WIN!

Neesha Physio - AU

Gets 100% team commitment and smashes practice goals every week!

Neesha
We are smashing out our week:
1. Team converting like a beast from Front Desk on the phone to Physio in the Room. Orange lights becoming raving fans! (see Instagram stories)
2. Team on fire to ensure we ramp up marketing content to establish our brand and authority in our space - Instagram/Facebook stories are great for instantaneous quick posts of success stories (see Insta stories below)
3. 1-1 and team meetings executed, keeping communications open and transparent- clarifying each staff member's commitment and needs so I am able to lead them towards our BHAG! (big hairy audacious goal!)
4. The first 9 days of April 2020 is 38% increase in revenue compared to the first 9 days of April 2019! 🚀🚀🚀

Step 4: **GOALS**

DEFINE WHAT SUCCESS LOOKS LIKE

There are two types of drivers in any healthcare business: those that drive the business forward, and those that hold it back. These drivers are Key Performance Indicators (KPIs).

You need to be measuring these in your business, and ensure that all your staff are aware of the KPIs that they are directly responsible for.



Growth drivers include -

- What your team recommends with regards to treatment planning
- Case acceptance rates from your patients
- Revenue per case generated
- Revenue per week (monthly is too long a time frame; weekly is better)
- Referrals won

On the flip side, these cripple growth:

- Case non-acceptance rate
- Incomplete treatment plan rates from those who initially said “yes” to treatment but ended up not finishing it
- Cancellations
- Non-attendances

Although different healthcare businesses might measure slightly different things, the above KPIs are absolutely non-negotiable if you wish to succeed in business.

So be clear and absolute with what you expect from your team in terms of case recommendation levels, case acceptance rates, revenue generation and referrals.

Keep a weekly scorecard somewhere visible for your entire team to see. A big whiteboard is perfect for this, something the whole team can see and clearly understand. Review the whiteboard with the team every day and get them excited about beating their score!

The Weekly Scorecard

NAME: _____

TITLE OF ROLE: _____

DATE: _____

MEASURABLES	GOAL	DATE (SCORE)	DATE (SCORE)	DATE (SCORE)
PT VOLUME	50%	45%	50%	
PLAN/PT RATIO	100%	85%	80%	
RECOMMENDATIONS MADE (BOOKINGS ACHIEVED)	80%	80%	80%	
QUALITY OF RECOMMENDATIONS (DID IT MATCH A SIGNATURE SYSTEM EXACTLY?)	+	(+/-)		
PRODUCTS SOLD				
ADDITIONAL SERVICES RECOMMENDED				
FOS:				
NUMBER OF NEW APPOINTMENTS BOOKED				
CANCELLATION TURNAROUNDS				
PRODUCT SALES				

Step 5: METHODS

SHOW THEM THE 'HOW'

Once you measure and know which outcomes are being achieved, it's time to drill down into how your team arrives at these outcomes.

Key Performance Indicators are the "what" that your team aims for, and Key Performance Actions are the "how" or the method that you apply to achieve that goal.



Much like you need to develop your best practice approach to clinical recommendations, you also need to develop a best practice approach to "how" your methods are delivered. That is how you accelerate performance and ensure that anyone who joins your team can get the same level of results that you expect with consistency and predictability.

Literally everything that you measure as a KPI in your business needs to have a step-by-step KPA behind it so that you can train, measure, and manage it. When you are crystal clear on "how" to achieve success, your team is much more likely to be able to achieve success, and much faster and with less stress for everyone.

The "how" incorporates a variety of resources -

- Training videos
- Workflows and checklists
- Process documents
- Examples of what the finished outcome looks like

So create clear tutorials on how to perform every task, and keep them in a central operations manual - one for each role.

Some practices like to use physical bound paper manuals - however we like to keep a digital training centre in the cloud. That way when you refine and update your processes (which you will do often), it's easy to update your materials.

Step 6: **FEEDBACK**

OFFER ACCOUNTABILITY AND COACHING

It's no use giving someone a KPI if you don't measure it, give feedback on it, and give your team member the training and resources they need to hit that next level.



Without measuring and providing feedback, there is little point in setting goals or doing any training in the first place. Can you imagine going to watch your favorite team play, but no one keeps score? Not only would no one attend, but no one on the team would be motivated to play or train.

So be crystal clear with your team members that you will be scoring their performance and giving feedback to each person on a weekly basis. (Yes, on a weekly basis.) The faster the feedback loop, the faster the growth of everyone on your team, and the quicker they will get better results.

How do you do it?

The key is to remain objective and neutral. Goals are either hit or they are not. The method you require your team to implement is either executed or it's not. The best way to view feedback is like this:

"Here is the goal level we agreed on; here's where you are at."

"The method you need to execute to achieve these goals is... and this is how you have gone."

"You have hit your goals/or you haven't."

Keep it simple, stay out of drama, and stay neutral. This is how you can address performance with your team in a safe, non-threatening environment.

There are specific frameworks we've created for providing feedback as well as dozens of strategies and tactics. However, outside of joining our Practice Machine program and installing these frameworks, the best advice I can give you is to keep it simple, honest, neutral, and forward focused.

Step 7: **MOMENTUM**

KEEP THEM AT PEAK STATE

To keep your team aligned and engaged, it's vital to have regular and frequent meetings. You need to build a communication rhythm with everyone that builds a feeling of connection and togetherness.

To keep your team aligned and engaged, it's vital to have regular and frequent meetings. You need to build a communication rhythm with everyone that builds a feeling of connection and togetherness.

Because when people feel connected to the team around them, they'll contribute more and experience more 'buy in' with your practice's vision, mission, and collective goals.

These meetings don't need to be long. And they certainly shouldn't be boring!

We teach our Practice Machine coaching members meeting frameworks for daily, weekly, monthly, and quarterly meetings. Each meeting type has a very specific process to follow, which includes the purpose, agenda, scripting, and even documentation of each meeting.

There are two types of meetings that you can put in place now to accelerate your performance and build an aligned team.

Install these two daily meetings, and your performance and momentum will go through the roof.

MORNING STAND UP MEETING

The overall purpose of this meeting is to get clear on what needs to be different on that day compared to the previous day on a personal level. Our team then declare individual goals and tasks for the day, ask for any support from their manager in achieving the goals of the day and we unite as a team.

The Agenda



That's it!

I hope you've gained massive value from this resource!

Never forget, the best high-performing teams aren't hired... they're BUILT!

So start using this framework to build your own Dream Team that drives your business forward, smashes every goal you set, and that makes you love coming to work again!

IMPORTANT

Information means nothing without action! So start taking action right now.

Use this framework. It's proven to work by over 2,000 practice owners who have used it to build their own high-performance teams.

And if you're ready to take your practice growth to the next level... read on!



The PRACTICE MACHINE PROGRAM

At Practice Acceleration, we have one goal:

To help incredible practitioners become incredible practice owners.

If you're looking to grow your private healthcare practice, Practice Machine is THE ONLY program that provides you with the tactics, done-for-you frameworks, training, and support to help you earn more, work less, and run a practice that doesn't depend on you.

We provide our members an accelerated pathway using tried and tested solutions that get them on the fast track to their goals with confidence.

We give you everything you need step-by-step to win in business. All you have to do is execute what we tell you.

With over 1,000 happy clients around the globe, we've become one of the world's most trusted voices sharing the best of what works in private practice marketing and management.

WHAT WE DO

**We take the guesswork out of private practice growth.
Our members get -**

- **Direction and proven success frameworks** to get on the fast track to success
- Access to **training resources on marketing, management, leadership and mindset**
- Live **2-day training events** with expert speakers to accelerate learning
- **Weekly live coaching sessions** to ask questions and get feedback
- Over 100 ready to launch **done-for-you marketing campaigns** that WORK

Plus

**Access to our private online community of 450+
like-minded practice owners.**

Typical results include...

Real Member WINS

Trevor Chiro - AU

Loving working with a team that's committed to success!

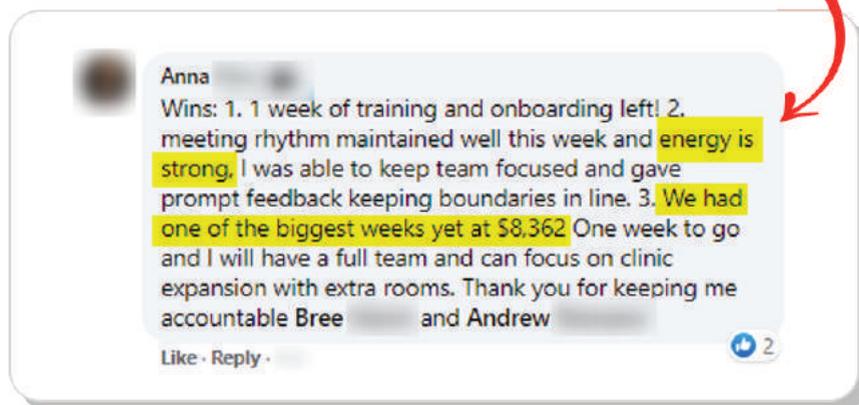


A screenshot of a social media post by Trevor Chiro. The text is highlighted in yellow: "never been so inspired by my team. This week had felt like they're leading me. Wednesday biggest day or office has ever had. Thursday biggest day combination of practitioners on has ever had, last 28 days biggest social media growth we've ever had." The post has 2 likes and a reply. A red arrow points from the text above to the highlighted text in the screenshot.

Trevor
Amazing week, never been so inspired by my team. This week had felt like they're leading me. Wednesday biggest day or office has ever had. Thursday biggest day combination of practitioners on has ever had, last 28 days biggest social media growth we've ever had.
Like · Reply 2

Anna Acupuncture - AU

Team is focused and productive thanks to our meeting rhythm systems

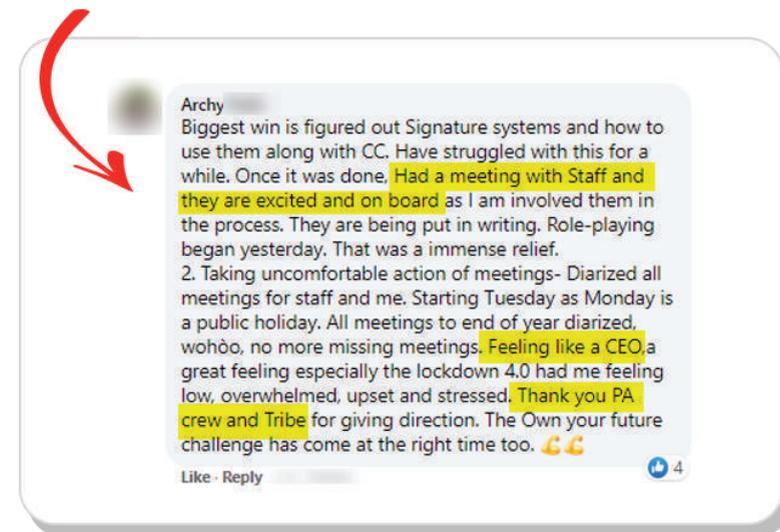


A screenshot of a social media post by Anna Acupuncture. The text is highlighted in yellow: "meeting rhythm maintained well this week and energy is strong, I was able to keep team focused and gave prompt feedback keeping boundaries in line. 3. We had one of the biggest weeks yet at \$8,362 One week to go and I will have a full team and can focus on clinic expansion with extra rooms. Thank you for keeping me accountable Bree and Andrew". The post has 2 likes and a reply. A red arrow points from the text above to the highlighted text in the screenshot.

Anna
Wins: 1. 1 week of training and onboarding left! 2. meeting rhythm maintained well this week and energy is strong, I was able to keep team focused and gave prompt feedback keeping boundaries in line. 3. We had one of the biggest weeks yet at \$8,362 One week to go and I will have a full team and can focus on clinic expansion with extra rooms. Thank you for keeping me accountable Bree and Andrew
Like · Reply 2

Archy Dentist - AU

is making the transformation from practitioner to CEO!



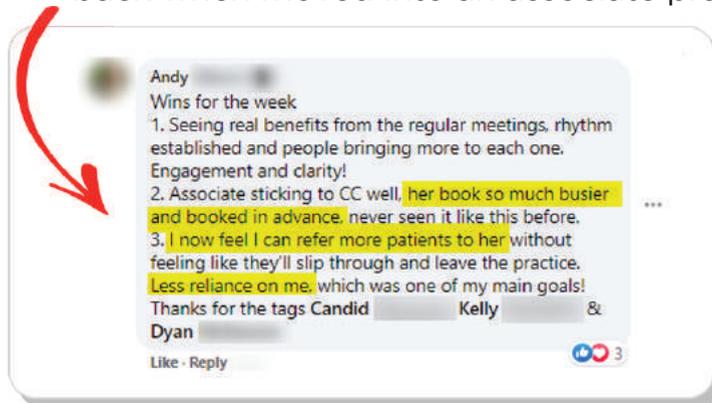
A screenshot of a social media post by Archy Dentist. The text is highlighted in yellow: "Had a meeting with Staff and they are excited and on board as I am involved them in the process. They are being put in writing. Role-playing began yesterday. That was a immense relief. 2. Taking uncomfortable action of meetings- Diarized all meetings for staff and me. Starting Tuesday as Monday is a public holiday. All meetings to end of year diarized, wohòò, no more missing meetings, Feeling like a CEO, a great feeling especially the lockdown 4.0 had me feeling low, overwhelmed, upset and stressed, Thank you PA crew and Tribe for giving direction. The Own your future challenge has come at the right time too." The post has 4 likes and a reply. A red arrow points from the text above to the highlighted text in the screenshot.

Archy
Biggest win is figured out Signature systems and how to use them along with CC. Have struggled with this for a while. Once it was done, Had a meeting with Staff and they are excited and on board as I am involved them in the process. They are being put in writing. Role-playing began yesterday. That was a immense relief.
2. Taking uncomfortable action of meetings- Diarized all meetings for staff and me. Starting Tuesday as Monday is a public holiday. All meetings to end of year diarized, wohòò, no more missing meetings, Feeling like a CEO, a great feeling especially the lockdown 4.0 had me feeling low, overwhelmed, upset and stressed, Thank you PA crew and Tribe for giving direction. The Own your future challenge has come at the right time too. 🙌🙌
Like · Reply 4

Real Member WINS

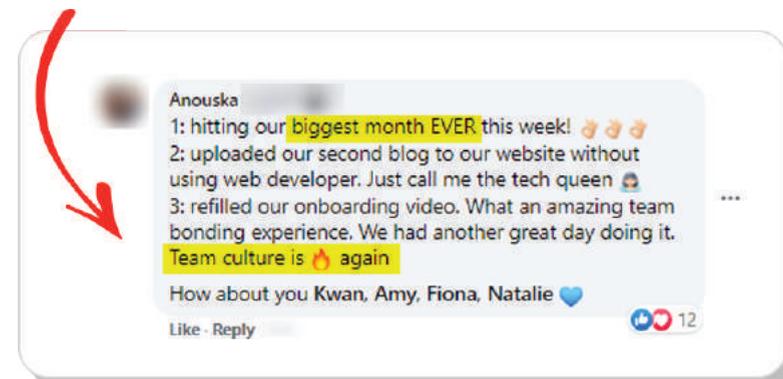
Andy Osteopath - NZ

is finally able to trust that patients will keep coming back when moved into an associate practitioner's diary



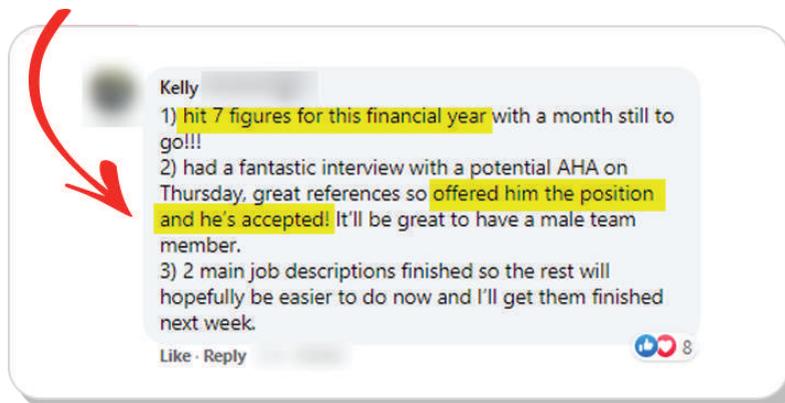
Anouska Physio - AU

Team culture stronger than ever!



Kelly Osteopath - NZ

Business is booming and the team is growing



The **PRACTICE** **ACCELERATION METHOD**

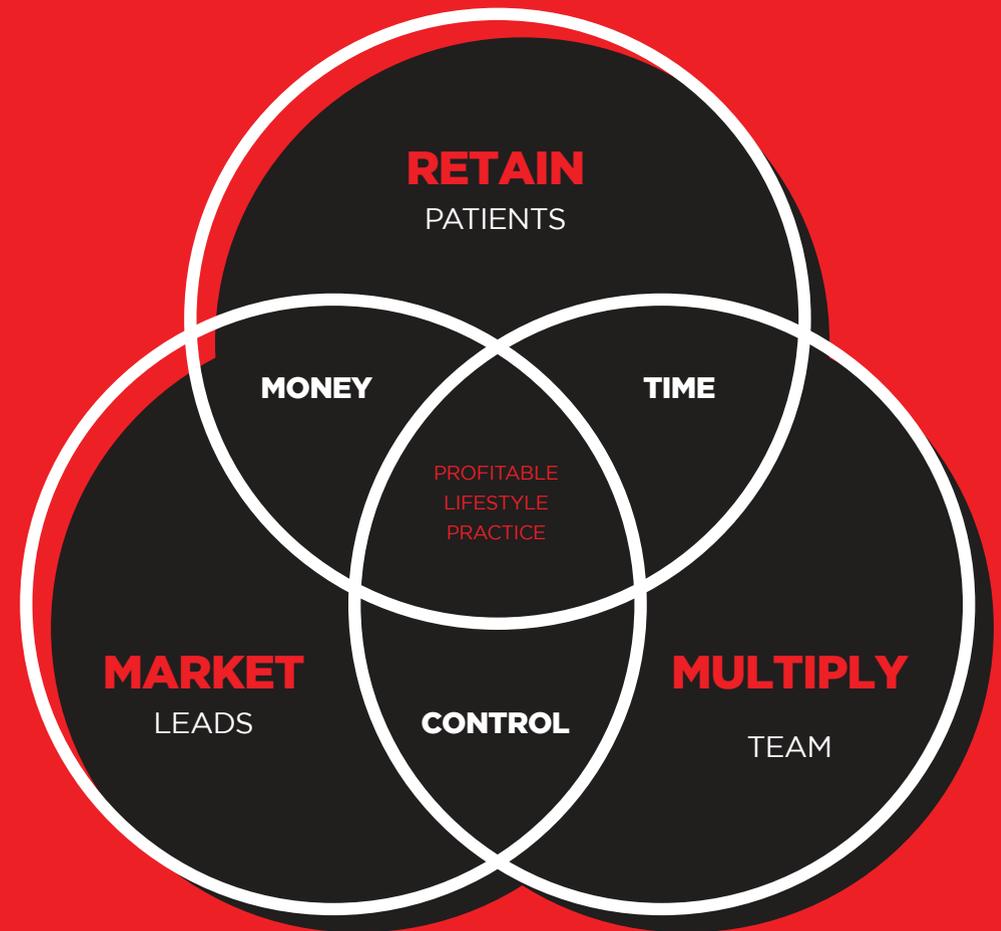
To be a successful healthcare practice owner, you essentially need to master three skills:

- **Marketing to attract and convert new patients**
- **Building and leading a high-performance team**
- **Using systems to retain the patients you already have**

The Practice Acceleration Method™ encompasses 9 core frameworks across these critical business areas to build rapid practice growth.

Each framework includes specific step-by-step strategies for easy implementation into your practice.

So you start to multiply your time, money, and control, and **achieve the freedom to live and work on your own terms.**



GET YOUR PRACTICE *Growth Blueprint*

I've given you everything you need to implement the 5 Minute Patient Reactivation System and start booking more patients as early as TOMORROW. Now let me ask you -

Would you like access to more strategies like this, as well as the training and support to implement The Practice Acceleration Method™ in your business?

At Practice Acceleration, we're always looking for healthcare business owners who are:

- ✓ An established practice with 3+ staff
- ✓ Turning over \$20k + in monthly revenue
- ✓ Open minded and willing to use our advice
- ✓ Ready to take action for rapid results



If you fit the criteria above, and you're ready to get serious about building a practice that doesn't depend on you,

get in touch to receive your complimentary 'Practice Growth Blueprint'.

Simply book a 15 minute strategy session with one of our Practice Growth Experts, and tell us a bit about your business.

On the call, we'll discuss your business goals and draw up a Practice Growth Blueprint for you for free.

CLICK THE BUTTON BELOW TO GET **STARTED!**

CLAIM YOUR FREE 15-MINUTE STRATEGY SESSION AND PRACTICE GROWTH BLUEPRINT

