



Dr. Dean C. Bellavia's

A~D~D~I~C~T your Partner/Associate Transition

Create your Ideal Partnership or Association (to share practice responsibilities or to retire)

System's Responsible Persons: The doctor (name) _____

System's Analysis Person (who collects statistics): (name) _____

Realistic **A**nalysis Time Frame: 3-4 weeks to collect and analyze the data

Realistic **D**ecision Time Frame: 1-3 weeks for decide how to proceed

Realistic **D**esign Time Frame: 1-2 weeks for to complete your design

Realistic **I**mplementation Time Frame: 3-6 months to implement your design

Realistic **C**ritique Time Frame: 1-2 week after you find a potential partner/associate

Realistic **T**weaking Time Frame: 3-6 months to modify and implement any design changes

Analyze:

- Whether you are a partner or associate type. If not the partner or associate type, forget this system and work as a solo practitioner or wish you had.
- Whether you *want* an associate or partner (refer to the "Associate & Partner Transition Management Kit" video)
- Which methods to use and where to find an associate or partner (established orthodontists, orthodontic students, etc.)
- Your ability to retire
- Your practice valuation
- An analysis of yourself to know what you want and why...see the "Associates & Partners Transition Management Kit"

Decide:

- Whether you want an associate or partner
- Who will be in charge of seeking an associate/partner (the doctor?)
- How long before you fully retire (or not), whether you can afford to, and if not how to make it possible
- When to start seeking an associate/partner (1-, 3-, or 5-year plan?)
- Who will handle the legal aspects of your partnership/association

Design:

- Watch the "Associate & Partner Transition Management Kit", video and design your transition program in your video design workbook.

Implement:

- Starting your 1-, 3-, or 5-year transition plan
- Seek out a new partner or associate
- Test possible new partners or associates to see how well you "fit", using the DR-2 Excel spreadsheet and workbook of the "Associate & Partner Transition Management Kit"

Critique:

- Use your "Associate & Partner Transition Management Kit", use your "Video Design Workbook" to make sure your design criteria were implemented.
- The effectiveness of anything you implemented

CHECK OFF THE BOXES OF THE STEPS YOU HAVE COMPLETED



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Tweak:

- Make improvements in the way you seek out a partner/associate
- Focus on what you determine as important from your trials and errors
- Clean up any of the problems noted in your critique above
- Get outside help if necessary

**Enhance your Associate/Partner systems above with the following pearls:
(Click on the links below.)**

- Assoc/Partner Pearl: **The "Associate Questions":**
http://www.thebioengineeringco.com/index.php?option=com_k2&view=item&id=183:the-associate-question
- Assoc/Partner Pearl: **Can you Afford to Retire?:**
http://www.thebioengineeringco.com/index.php?option=com_k2&view=item&id=184:when-can-you-afford-to-retire
- Assoc/Partner Pearl: **What is your Practice Really Worth:**
http://www.thebioengineeringco.com/index.php?option=com_k2&view=item&id=185:what-is-your-practice-really-worth
- Assoc/Partner Pearl: **Combining Ortho and Pedo Practices:**
http://www.thebioengineeringco.com/index.php?option=com_k2&view=item&id=215:combining-ortho-and-pedo-practices&Itemid=766
- Assoc/Partner Pearl: **Compensating an Associate:**
http://www.thebioengineeringco.com/index.php?option=com_k2&view=item&id=260:compensating-an-associate&Itemid=766

CHECK OFF THE BOXES OF THE STEPS YOU HAVE COMPLETED