

ADVANCED

Dear Clients & Friends,

With the COVID-19 Virus there will be **medical, management** and **legal** issues.

Of course, we defer to the MDA, the ADA the CDC, etc. for all medical/scientific information decisions.

Management Issues: If you decide to close or downsize, how do you keep your practice and team together so that when things get better, you are in a position to recover and prosper?

As much as possible, you'll want to keep your employees gainfully employed and your team together. Could be a good time for taking care of some "housekeeping" items, and maybe even catch up on Continuing Ed. However, there will be some tough decisions.

Doctors are understandably anxious. It's likely your team members are anxious too. It's important, as the leader(s) of the practice, to offer them reassurance. Over the years, we've seen practices deal with tornadoes, fires, floods and Doctors' medical leave. It has been our experience that with a little planning, dental practices are remarkably resilient and recover very well.

Legal Issues: You may have to make decisions regarding hours, sick leave, paid leave, unpaid leave, layoffs and unemployment. To cope with these legal issues, we have made arrangements with Larkin Hoffman legal firm to assist. They have experience with employment law issues. In view of our working relationship with this firm, as a professional courtesy to Advanced Practice Management clients, they will be available to help and there is no charge for the initial consultation. Here is their contact information:

Patrick Cole
952-896-3263
pcole@larkinhoffman.com
8300 Norman Center Drive
Suite 1000
Minneapolis, MN 55437
www.larkinhoffman.com



**Larkin
Hoffman**
ATTORNEYS

Whenever there is a crisis, it's how you *manage* things that will help your practice weather the storm. Through working with 400+ dentists, we have the perspective that can help you deal with the challenges.

Best wishes from all of us.



Julia, Shannon, Shelly, Wendy, Matt, Heidi, Bill

Advanced Practice

MANAGEMENT and TRANSITIONS