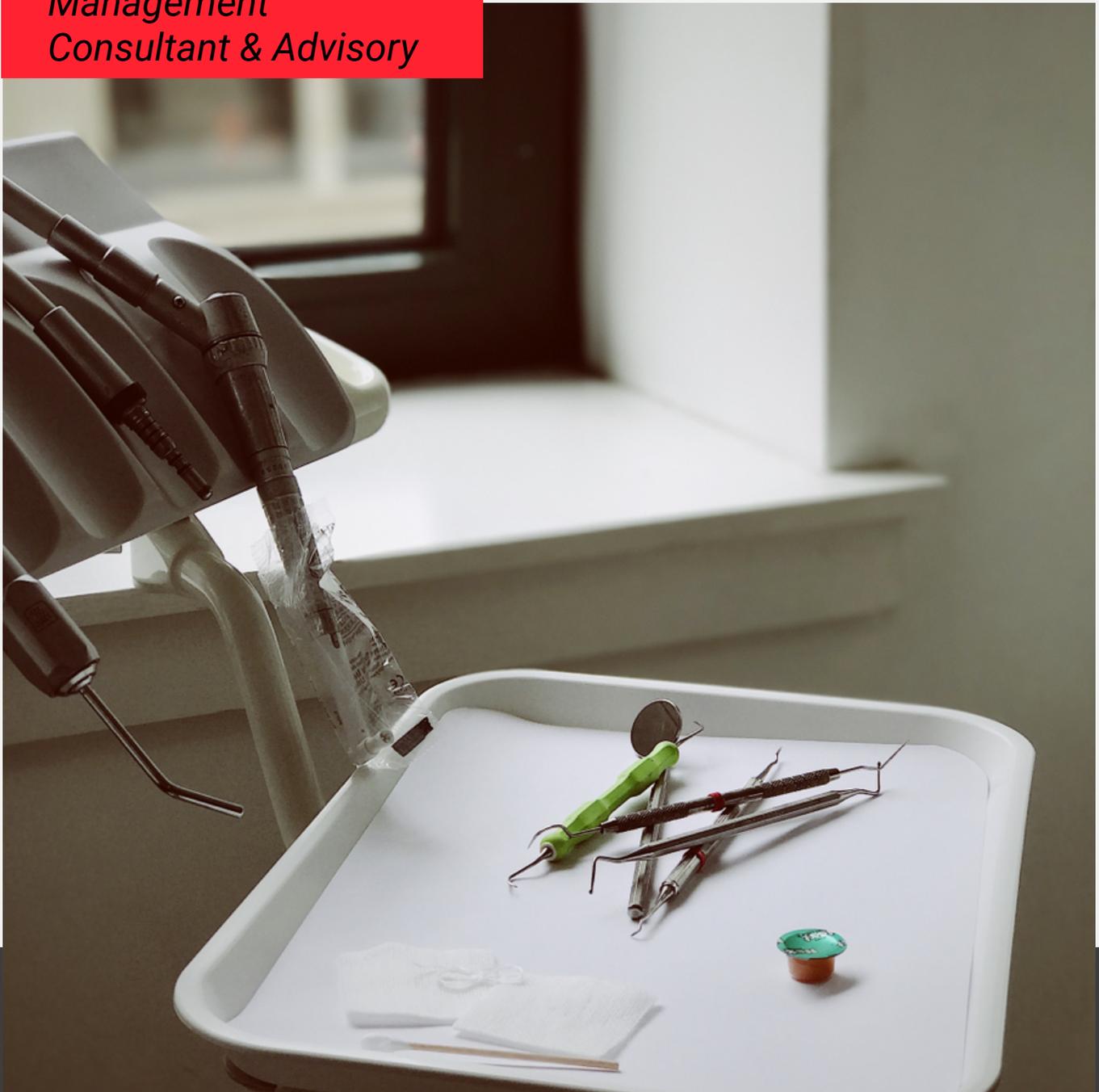


**Dental Practice  
Management  
Consultant & Advisory**



## Practice Management Outsourcing Services (PMOS)

Las Vegas

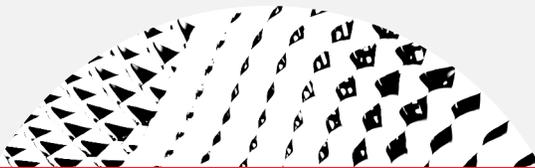
Bangkok

*Dr. Allen*

### CONTACT

Dr. Allen Nazeri DDS MBA FICOI MICOI  
Info@Drallennazeri.com  
+001- 623-565-9899 Las Vegas  
+66- 065-782-6542 Bangkok

[www.Drallennazeri.com](http://www.Drallennazeri.com)



---

# Table of Contents

---

**1-2**

Qualification & Our Services

**3**

Services & Your Outsourced Team

**4**

Training & Personal Development

**5**

Valuation & Exits | Other Projects | Our Fees



# 01

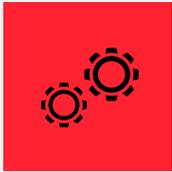
## QUALIFICATIONS.

Dr. Allen Nazeri DDS MBA FICOI has been a serial dental entrepreneur, managing and owning a chain of dental offices, investor of the first publicly listed general dentistry clinic in the United States and has worked as a practice management consultant across the globe. Dr. Allen has extensive experience in operation, business development, marketing, IP development, value creation as well as M&A, preparing companies for successful exits through IPO or institutional investment.



### WHY WE DO WHAT WE DO?

By bringing our management and entrepreneurial experience to dental practice owners, we are able to help them navigate through unfamiliar territories safer and with more confidence. Our outsourcing solution, will not only save them time but it will save practice owners substantial cost of hiring a team of high level experienced executives on their management team thus reducing overhead.



## SERVICES WE OFFER

our services are customized to the need of each client and their long-term growth and exit strategy. The following are a sample list what we can offer you:

### GENERAL SERVICES

- Comprehensive Practice Analysis
- Identify Short & Long-Term Growth Strategies
- Market Fee Benchmarking
- International Standards Accounting & Audit Services
- Forensic Accounting
- Establish Departmental KPI's
- Production Report Analysis
- Quality Control Audits
- Dentist Credentialing for Insurance Purposes
- JCI / OSHA Standardization
- Consult on ISO Certification
- Practice Management Software Specialization

**Over 50 Years of  
Combined  
Management  
Experience Helping  
You Achieve Goals  
Faster**

# 02



360  
SOLUTION

## DEPARTMENTAL SERVICES

We can create a coaching strategy for your entire organization or we can custom tailor a program to a specific department.

### Marketing & Business Development



- Create Annual External Marketing Plans
- Build Patient Educational Based Marketing Platforms
- Introduce, Negotiate and Sign on with Company to Medical Tourism Agents
- Create Procedural Brochures, Videos with FAQ
- Establish Marketing Department KPI's
- Build Real-Time Digital Tracking for Marketing Activities through CRM
- Establish Referral Network Via Medical Community
- Assist in Social Media Activities
- Train & Develop External Marketing Teams
- Assist in Creation of Strong Emotional Impact Advertisements
- Create Plans for Celebrity Endorsements

### Operation



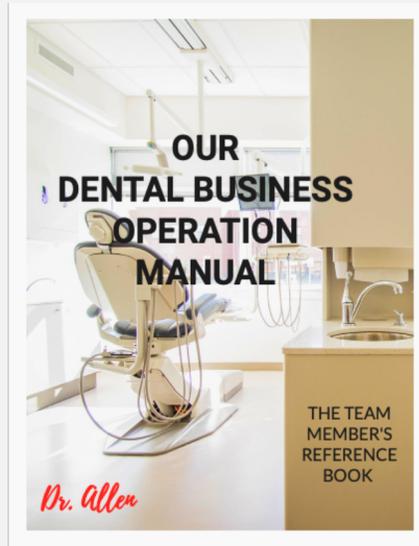
- Develop Process & Workflow for Clinical & Non-Clinical Operation
- Create Efficiency & Cost-Control by Implementing Procedural Checklists
- Review and Draft Various Patient Forms including Informed Consents
- Establish Workflow Training for Every Patient Encounter
- Train and Develop Operational Teams in Internal Marketing & Enhanced Patient Experience
- Build Standardization and Safety Protocols Based on JCI/OSHA
- Establish and Review Operational KPI's
- Evaluate Clinical Skills & Recommend Training & Developmental Programs

### Human Resources



- Develop recruitment policy and procedures
- HR information management
- Draft & create customized employee manual
- Establish Job Descriptions and associated performance KPI
- Develop employee compensation and bonus incentive plans
- Create executive employee equity participation programs
- Draft and review employee contracts
- Recruit, interview, negotiate on behalf of employer
- Terminate employment on behalf of employer

# 03



## HR Management



- Develop recruitment policy and procedures
- HR information management
- Draft & create customized employee manual
- Establish Job Descriptions and associated performance KPI
- Develop employee compensation and bonus incentive plans
- Create executive employee equity participation programs
- Draft and review employee contracts
- Recruit, interview, negotiate on behalf of employer
- Terminate employment on behalf of employer



- Create Annual External Marketing Plans
- Build Patient Educational Based Marketing Platforms
- Introduce, Negotiate and Sign up Company with Medical Tourism Agents
- Create Procedural Brochures, Videos with FAQ
- Create Marketing Department KPI's
- Build Real-Time Digital Tracking for Marketing Activities through CRM
- Establish Referral Network Via Medical Community
- Assist in Social Media Activities
- Train & Develop External Marketing Teams
- Assist in Creation of Strong Emotional Impact Advertisements
- Create Plans for Celebrity Endorsements

## Our Team



**Dr. Allen Nazeri DDS MBA FICOI MICOI**

Dr. Allen is the founder of PMOS and has been a healthcare serial entrepreneur and a consultant for nearly 30 years working across all continents.



**Ms. Nuchy Yelum BSc.**

Ms. Nuchy began her career in Banking and moved on to become a treatment coordinator at a leading dental center in Thailand. Later on she was appointed as the manager for real estate division of a healthcare company



**Bita Nazeri RDA BSc.**

Bita started her career in the United States working as a dental assistant, advancing to become a management executive operating large scale dental practice. She also has consulted with various groups regarding office design & decor for patient experience enhancement.



**Chanya Pichayaphumkit Bsc.**

Chanya is a business development executive with vast experience in sales, and marketing. She has 14 years experience working in B2B environment. She has been an instrumental in our company's growth of our corporate clients.

# 04

## Training



Leadership



Customer Experience



Team Building



Sales

As a John Maxwell certified leadership and coach, our team can offer a robust leadership training similar to training programs conducted for Fortune 500 companies. We help to transition company's culture to a culture of accountability and growth without the need for constantly supervise employees.

By bringing the best customer service practices from the legendary Ritz-Carlton Hotels, our team is able to inspire and motivate your employees to create a memorable experience for your customer's entire journey. This type of cultural transition will allow you to not only create a strong loyalty among your patients but it will also help you attract and retain the best talents in the marketplace.

As a John Maxwell certified leadership and coach, our team assist you in building the best team of not only talented individuals but a team that has a matching chemistry and their personal goals are aligned with the company's goals. This type of training will result in building high performance teams that can achieve significant milestones for your company

Whether we like it or not "Sales" is the most vital part of any organization and without it, nothing can happen. By teaching your team a consultative approach to sales, our team is able to inspire everyone on the team to become a sales advisor where by asking great questions, listening actively, they inspire patients to buy your services without every feeling pressured.

# 05

## CONFLICT RESOLUTION



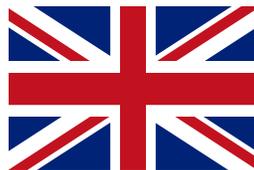
Conflicts arise when expectations are not met by various parties. This often happens between employers and employees as well as dentists and patients. Our experience both in clinical and non-clinical situations allows us to consider all of the facts and provide a fair assessment of each situation. Even though we are not attorneys, often we can solve issues by mediating between parties and come to a mutual win-win situation for all parties involved.

*" I recommend using a 3rd party Dr. Allen and his team as the negotiators for all patient disputes. This will allow you to settle disputes all early and avoid the expensive legal costs and dealing with the dental council"*

Dr. Gary Solomon

Surrey, UK

Some of the programs are offered in the following languages



# 06



## VALUATIONS & EXITS

We help our clients to grow and scale their practices aligned with their chosen exit strategy. For some clients, it maybe about passing their business on to a child or family member. For others, it may be to sell their practices to other doctors, institutional investors or make it a publicly listed company. Whatever, your goal, we can help you achieve high levels of valuation by systemizing your process, document, manage and protect your intellectual properties and create a leadership structure that is independent of your own efforts allowing you to demand the highest valuation possible.

## OTHER PROJECTS COMPLETED

OFFICE DESIGN | INVENTORY MANAGEMENT | EQUIPMENT SELECTION | CLINICAL ASSESSMENT | LEGAL REVIEWS | COMPLAINT RESOLUTIONS | CLINICAL TRAINING | FRANCHISING OR LICENSING | INTERNATIONAL EXPANSION | ROAD SHOWS | MEDIA REPRESENTATION | WEBSITE CONTENT CREATION | BLOG MANAGEMENT | CALL CENTER MANAGEMENT | PATIENT FINANCING

## OUR FEES

Our fees are a fraction of a cost of hiring experienced management team to take care of your special need projects. We work with our clients on a variety of fee structures from a monthly fixed retainer fees to, project based fees and/or combination of revenue and profit sharing. Once we have completed a comprehensive assessment of your project, we can discuss various fee arrangement that will suit your budget.