

Managing Staff and Organizations in Support of Practice Excellence

Jeff Zimmerman, Ph.D.

The Practice Institute

JeffZimmermanPhD@ThePracticeInstitute.com

Outline

- Your practice as an employer
- Are you a "family"? - The importance of contracts, policies and procedures
- Integrating your vision into management decisions
- Hiring staff (challenges, 1099 or W-2, compensation and benefits)
- Ethical and regulatory compliance (HIPAA, 1099, interviewing, sexual harassment, etc.)
- Mentorship and staff development (administrative and clinical)

Your practice as an employer

- Are you an employer?
- If you have sub-contractors, are you an employer?
- What it means to be an employer.

Are you a "family"?

- "We're a family, right?"
- "Who needs contracts and policies? That's so corporate."

Integrating your vision into management decisions

- Principle based decision-making
- Decisions that fit into your plan
- Understanding the “why” and aligning with your passion

Hiring staff (challenges, 1099 or W-2, compensation and benefits)

- The question of "fit"
- Taxes, taxes, taxes - "It's what we call it, right?"
- Restrictive covenants
- What's the problem with turnover?
- Fostering employee satisfaction and growth

Ethical and regulatory compliance

- What regulations do you have to follow (federal, state, local)?
- What ethics do you come under (APA, NCSW, ACA, etc.)?
- Can your employees indemnify you?
- How can you reduce your risk of non-compliance?

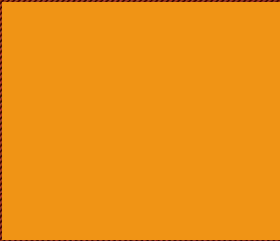
Mentorship and staff development (administrative and clinical)

- Do you just hire good people?
- What is the investment in staff development?
- Supervision vs. consultation vs. mentorship
- Post-docs and long-term planning

Next steps

Discussion

Wrap-up



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