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# Dental Science & Advanced Dentistry

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## Why managing your practice costs you time and money?

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Companies of every size are leaving behind the outdated management practices of the Industrial Age to grow exponentially faster with fewer employees. They are doing it with a Participation Age culture that results in increased stability, faster growth, more profitability and much higher staff retention. Imagine dental offices where: People require very little management, employee turnover is exponentially lower, employees become committed stakeholders in self-managed work teams, policy manuals are replaced with a few written beliefs and principles, people make meaning, not just money and a lot more of both, and re-humanizing the workplace is a company-wide practice, not a department. This is not a fringe idea or experimental. Many companies have worked this way for up to 50 years. We will profile some for you and a growing tidal wave of companies are moving in this direction. In a few years, the Participation Age office will be commonplace. Those who embrace the Participation Age will thrive, those who do not will be left behind. We have done this with many organizations (including those in the dental industry) and can point you to many companies of five to 10,000 stakeholders with no managers, no employees, no written policies, and no office hours (even in manufacturing facilities); where everyone is self-organized. These are the most profitable, stable and most sought after places in the world to work and are the perfect example of true leadership.

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