



COMMUNITY & CONFERENCES

# PEDS-A-PALOOZA<sup>®</sup>

## EXPANDED

FEBRUARY 22-23, 2020 • HYATT REGENCY, LONG BEACH, CA

FRIDAY "MEET AND GREET" 7:00 PM  
HOTEL LOBBY BAR, HYATT REGENCY

## GOALS:

1. Create a Return On Investment (ROI) for this trip and generate additional income
2. Staff Retention—Why defining expectations and getting agreement will promote retention
3. How To Write A Hat—Writing Job Descriptions that will save and create more time for the owner
4. How To Match a Bonus To A Hat—Writing bonuses that will make you more money by increasing production (revenue) so you can afford to pay the bonus
5. How To Write A Clinical and Administrative Ladder—Defining and building the leaders you want in your company; giving your staff a direction to go in your company that promotes retention
6. Networking and Implementation on Steroids! Creating relationships for life to support you all year!

## DAY I

8:00 - 8:30 AM

8:30 - 9:00 AM

9:00 AM - 12:30 PM

## AGENDA

### REGISTRATION

Welcome!

### ORIENTATION

### STAFF RETENTION AND HAT WRITING

- Why Defining Expectations is Essential for Staff Retention
- What is a Hat?
- How to Write a Hat
- Defining Expectations for every position
- \*This will save and create time for the owner\*

### IMPLEMENTATION ON STEROIDS

- Come prepared to actually write (at least) 3 hats!

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# DAY 1

12:30 - 2:00 PM

2:00 - 5:00 PM

# DAY 2

9:00 AM - 12:30 PM

## AGENDA CONTINUED

### LUNCH (MEALS NOT INCLUDED) NETWORKING IS A SOCIAL SETTING!

Who will you network with? Maybe someone from your state to compare challenges?

### A BONUS FOR EVERY POSITION

- How to Measure Productivity in each Position
- How to Write a Bonus so it drives in more revenue so you can afford it!

### IMPLEMENTATION ON STEROIDS

- Come prepared to actually write (at least) 3 bonuses!

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### WRITING AN IDEAL SCENE

What is an Ideal Scene? Defining your “perfect” for every part of your company. If you do not tell them they will not know!

### IMPLEMENTATION ON STEROIDS

- Come prepared to actually write your Ideal Scene vs. your Current Scene!

### ADMINISTRATIVE AND CLINICAL LADDERS

- Defining and building the leaders you want in your company; giving your staff a direction to go in your company that promote retentions
- Not everyone wants to manage - what are my options at this company?
- Defining what YOU want in your staff
- Defining the direction YOU want your staff to go to reach YOUR Ideal Scene
- It is all about Defining the Expectation!

### IMPLEMENTATION ON STEROIDS

- Come prepared to actually write (at least) your Clinical Ladder!
- Do not miss the opportunity to actually write the ladder while the info is fresh!
- Add in company training to go with your ladder.
- Network with other practices to gather new ideas to add to your ladder.

## DAY 2

12:30 - 2:00 PM

# AGENDA CONTINUED

### LUNCH (MEALS NOT INCLUDED) NETWORKING IS A SOCIAL SETTING!

Another opportunity to network...maybe a practice the same size as yours?

2:00 - 5:00 PM

### IMPLEMENTATION ON STEROIDS

- Come prepared to actually write (at least) your Administrative Ladder!
- Do not miss the opportunity to actually write the ladder while the info is fresh!
- Add in company training to go with your ladder.
- Network with other practices to gather new ideas to add to your ladder.

### HIRING TIMELY AND CONSISTENTLY

- How not to let staff leaving have affect over you!
- Put yourself in control of unexpected resignations!

### IMPLEMENTATION ON STEROIDS

You have to have a plan! Write your hiring plan so you do not have lost income when a staff member leaves!

5:00 PM

### WRAP-UP: FINALIZING YOUR ACTION PLAN TO GO!

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