

Bill Dennis, M.Ed.

CEO Metro Collaborative & Practice Success

Summary

MetroCollaborative.com and MyPracticeSuccess.net support new models in healthcare and allied professions: creating functional and collaborative relationships. For partnerships, transitions; sharing technologies to bring sustained growth. Leadership and engagement skills develop organically.

In “Leadership Mastery” for owners, we emphasis custom learning, communications, presentation skills, systems, team building as well as upgrading appropriate marketing technologies.

Our Custom programs address overall functionality in an atmosphere of trust and common purpose. This reduces stress and the dysfunctional, so profits increase. Innovative Interdisciplinary Business and Health Care Groups connect business innovators to health care providers of all disciplines for learning, collaboration and cross referral opportunities. In these study groups, we seek to assist your in integrating new clinical modalities and services to professional practices and your own groups.

We are committed to leadership as we age; for executives, owners and professionals.

Healthy organizations have healthy communications, systems, marketing as well as strategic sales and effective networking. Our business practices are based on perennial principles aligned with timeless values. We empower committed owners to be masters of their destinies through a thorough examination of themselves as innovators and leaders. We support you in achieving optimal clarity by creating and maintaining a strong and staple business model, as you take extraordinary care of your business. Our commitment consistently provides exceptional programs focused on your unique vision. Our affiliate consultants are highly credentialed and experienced in all aspects of health care leadership. Create healthy communications and systems as well as strategic outreach are also based on evidence based networking and executive principles. We are here to serve and enhances healthcare. We value Integrity, clarity & functionality.

Experience

Strategic Leadership & Sales Development at iigrowth and The Global Business Accelerator (GBA)

June 2013 - Present (2 years 5 months)

Leadership generates expansion. We help you conceptualize and evaluate the business model; customers being served, value propositions, customer relationships, sales channels, alliances, business activities, key resources, revenues, and costs. In addition, we assist you with understanding the external market including customer jobs to be done, pain points, and competitive positioning. We also provide support for developing a business strategy and roadmap to help you transition from the current to the future business model. This includes goal and initiative development, change management, and keeping score. Our team can assist you with your marketing and communications requirements to support your business growth. We provide market

analysis and opportunity mapping analysis as the foundation for marketing and communications efforts. Also, we can create an Internet presence for you via a website to expand your reach to clients. We provide leadership development services including business and personal coaching, team building, other support services.

President and CEO at Metro Collaborative

March 2011 - Present (4 years 8 months)

Metro Collaborative connects leaders from all health fields for networking and cross-referrals.

Our interdisciplinary programs address overall functionality in an atmosphere of trust and common purpose.

This reduces stress as profits increase. Our innovative Interdisciplinary Business and Health Care Groups connect business innovators to health care providers of all disciplines for learning, collaboration and cross referral opportunities. In these study groups, we seek to assist your in integrating new clinical modalities and services to professional practices and your own groups.

We are committed to leadership as we age; for executives, owners and professionals.

Healthy organizations have healthy communications, systems, marketing as well as strategic sales and effective networking. Currently, we have groups in VA, MD, PA, NJ, NY. Every member has a page on our site: metrocollaborative.com.

President and CEO at Practice Success

January 2010 - Present (5 years 10 months)

We support C.E.O.s and health care professionals and business owners in making strategic business decisions; including companies and practices supporting physicians, dentists and senior care. We create dynamic responses and programs; looking at how personal lives and communication styles relate to practical success. We integrate practices for growth, so that one's vision of what is possible becomes a reality. This is done inside the practice walls with team meetings and leadership coaching for the owner or owners. We emphasis learning, communications, leadership, systems, incentives, team work and upgrading appropriate missions, marketing and technologies. Our goal is to provide the best practice management consulting without jargon or stress. We serve owners in healthcare on the east coast and especially the Mid-Atlantic States. Our mission is to deliver high-quality coaching and consulting that enables individuals and practices to meet their goals more effectively. Our mission is to provide the highest quality products and the best service at the lowest cost and to be the most imaginative and resourceful healthcare consulting company in the world. We support doctors becoming masters of their practices through a thorough examination of themselves as dentists, practice owners and leaders; simultaneously and individually. Our commitment to our clients is to consistently provide exceptional coaching with extraordinary expertise with prompt service. We strive to create a dynamic experience that will ultimately influence your overall functionality by reducing stress and increasing profits. We support an open communication model with each other with our clients. We seek to co- create an atmosphere of trust and common purpose. These values are understood and practiced by our team and will be demonstrated to our clients in all that we do. Our team works with you and your team strategically. We see Medicine, Dentistry and Psychology all part of Health-Care.

President at MetroCollaborative.com

December 2009 - Present (5 years 11 months)

Here is a summary of what we do at Metro Collaborative Metro Collaboratives are interdisciplinary groups of peers in health care meeting locally for dinner. We develop genuine relationships, fostering the growth of high-quality referrals as well as better understanding and strategies for common goals. What to expect from Metro Collaborative Dinner Meetings: Short, informal presentations each meeting. One to two formal presentations at each meeting, giving you an expanded knowledge of the practices and approaches of your Metro Collaborative peers. Balancing quality care and your practice needs become easier as you communicate what you do with your peers. A true community of support, discussing topics and sharing experiences on how to best handle every day and bigger picture issues in your practice. Topics have included: difficult patients, how to balance quality care and scaling your business, motivating and training staff, social media management, website strategies, and insurance coordination, to name a few. Our intimate setting allows for the authentic exchange of experiences, including both successes and failures so that understanding and trust are formed. Quality clinician connections, allowing you to effectively have a multi-disciplinary approach to health care and the care of your clients. Collaboration and quality, trustworthy referrals. Also as part of Metro Collaborative, you are also: Featured on our website, as part of the Metro Collaborative group, with your own bio page. Included in cross-Metro Collaborative group events, such as colleague's informal get-togethers, practice open houses, etc. Our Caribbean retreats on practice management, health care, self care and integrative medicine, See: <http://www.mypracticesuccess.net/collaborative-retreat/> Use our Metro Forum for intra-group collaboration, marketing and understanding and successful cross referring.

Transitions Consultant at Paragon Dental Practice Transitions

August 2010 - September 2011 (1 year 2 months)

Supporting dentists in acquiring and selling practices while creating opportunity for those wanting to learn the best solutions whether they are ready to exit or just entering dentistry. Extensive training in valuing practices, creating partnerships, start-ups vs purchase. Training in valuing practices, creating partnerships, associateships. Training in contracts, the sale of practices, negotiations, motivation buyer and seller.

President at Coaching Solutions

April 2000 - August 2011 (11 years 5 months)

Individualized coaching supporting your business model and practice style. We ask questions like, "who are you." Once this question is answered, the other pieces fall into place Allowing you to Inspire team, patients and your community. Create a Clear Vision For Your Practice Lead Group coaching meetings for dentists wanting to develop leadership and business skills • Communicate Your business needs • Articulate Your philosophy as well as your policies • Lead Your Team • Guide Them To successful Performance • Build Trusting, long term team Relationships • Lead Patients with finesse • Understand Patient Expectations • Recognize a Patient's Wants As Well As their Needs • Articulate Diagnostic Findings inside an ongoing conversation • Present Treatment Plans easily and effectively

Senior Consultant at Seltzer Institute

January 1985 - October 1995 (10 years 10 months)

Lectured and consulted on cutting edge technology for dental practices. Strategic Consulting, including business plan & sales strategy development for the Institute. Worked with practices primarily in the Greater New York area.

manager at KCOMP

May 1987 - 1992 (5 years)

Implemented custom, state of the art turnkey practice management systems for Oral surgery, periodontal, endodontic, pediatric and other large dental practices. Created strategic partnerships with IBM and the health care community. Presented to Study Clubs, NYU Dental School among others. Taught practice management through better technology to health care practices up and down the east coast.

Organizations

New York School of Homeopathy

Third Year Student

September 2010 to July 2013

American Assoc. of Physiological Medicine and Dentistry

Member

February 2013 to Present

American Assoc. of Physiological Medicine and Dentistry The Silent Airway problem; impact on performance and health Connecting the dots....

Volunteer Experience

Therapist and Treatment Coordinator at The Center for Holistic Medicine

April 1978 - March 1984 (6 years)

I taught stress reduction techniques, homeopathy, psychotherapy and biofeedback to patients from all walks of life at in NYC while being mentored by some of the top psychologists and physicians in the fields of complementary medicine, psychoanalysis and yoga therapies; including biofeedback, meditation and the therapeutic relationship. This was a pioneering effort.

Coordinator of Residential Combined Therapy Program at Himalayan Institute

May 1975 - Present (40 years 6 months)

Provided and coordinated services to residential patients in diet, nutrition, biofeedback, psychotherapy, yoga, mediation and natural medicines. For 2.5 years.

Volunteer Homeopath at School of Life

March 2011 - Present (4 years 8 months)

Treat the homeless of Washington DC with homeopathic remedies while assisting the School of Life in providing lunch three Sundays a month.

Publications

WISDOM Magazine NJAGD

NJAGD October 14, 2012

Authors: Bill Dennis, M.Ed., Patient News Magazine Loyalty article

On Leadership, communication and team loyalty

Courses

Numerous courses over a 15 years; Completed One Year Practitioner Program, Counseling Psychology and Spiritual Development

The Center for Conscious Living
Practitioner Training

One Year program

B.A., English and Psychology

Carnegie Mellon University

Psychology

Social Psychology

Industrial Psychology

Writing

Communications

Social Psychology

Social Psychology and Group Dynamics

Group Dynamics 304

M.Ed, Counseling Psychology

University of Pittsburgh

Group Dynamics 310

Independent Coursework

New York School of Homeopathy Three Year Program

Completion of 3rd Year of The New York School of Homeopathy 301

Projects

Loyalty article

May 2012 to July 2012

Members: Bill Dennis, M.Ed., Patient News

In our demanding economy, our lives and practices ask us for healthy tone, demeanor, and language that texture and refine relationships with staff and patients. Of the numerous ways to enhance trust in our patients, perhaps none is as simple as improving the emotional tone of our teams. This may seem simple, but it is not easy because trust is not something we can control the way we do other things in our lives and work.

Interdisciplinary Collaborative Groups of NYC, White Plains, Chevy Chase, Rockville, DC, NoVa and Silver Spring

April 2012 to Present

Members: Bill Dennis, M.Ed., Sue Cohen, RDH, MGA

All medical and dental specialties represented. A foundation for this work is recognizing the essential need for understanding and communication on a deeper and more personal level. A second purpose is to also use the group as a source of problem solving and mirroring for strategic decision-making. A third purpose is to use individual members to entrust Valued patients for coordinated treatment. We meet six times a year.

Consulting for Senior Care Professionals

November 2012 to Present

Members: Bill Dennis, M.Ed., Sue Cohen, RDH, MGA

Leadership in the health and care of seniors After careful study and consideration we decided this fall to begin extending our services to companies that support and service seniors In The DC – NYC corridor. Supporting this group is complementary to our work with dentists and physicians and demographics provide additional irrefutable reasons for this support and guidance. Home care, nursing homes, independent living facilities are only a few of the important providers of care for our exploding senior population. Our focus on healthy organizations, dynamic leadership, integrated as well as coordinated marketing, strategic sales and effective networking for those who are leading in this industry is important. And so, physicians, dentists, mental health providers are our ideal partners. From this learning, we will write, create groups, seminars and workshops.

Lecture on Direct Communication and Leadership

July 2013 to Present

Members: Bill Dennis, M.Ed.

At the Friendship Hts. Rotary Club, 7/25. The role integrity in communications and leadership. How do we acquire and earn trust? By always telling the truth. This is the most direct path.

Interdisciplinary Collaboratives in NJ, NYC, VA, MD and DC

January 2014 to Present

Members: Bill Dennis, M.Ed., Sue Cohen, RDH, MGA

Peer referral and collaboration: a proven win-win model • Business coaching for generating quality clients is available • Communication expertise to work for others and their clients • Networking Strategies, Concierge

and hybrid practice models • Employees as team members, initiating new relationships • Integrating fee for service practices within your practice model All medical and dental specialties represented. A foundation for this work is recognizing the essential need for understanding and communication on a deeper and more personal level. A second purpose is to also use the group as a source of problem solving and mirroring for strategic decision-making. A third purpose is to use individual members to entrust Valued patients for coordinated treatment. We meet six times a year.

Skills & Expertise

Executive Coaching

Team Performance

Management Consulting

Consultative Selling

Evidence-based Medicine

Personalized Medicine

Spiritual Direction

Proposal Writing

Dental Consulting

Wellness Coaching

Holistic Health

Corporate Wellness

Mental Health

Health Economics

Focus Groups

Cross-functional Team Leadership

Leadership Development

Organizational Leadership

Team Leadership

Teamwork

Group Dynamics

Alternative Medicine

Strategic Consulting

Performance Consulting

Executive Retreats

Healthcare Management

Dentistry

Consulting

Public Speaking

Selling

Contract Negotiation

Corporations

Treatment

Healthcare

Program Management

Coaching

Strategic Planning
Business Planning
Technical Writing
Strategy
Training
Start-ups
Personal Development
Employee Wellness
CRM
Management
Retreats
Change Management
Leadership
Strategic Partnerships

Education

The Center for Conscious Living

Numerous courses over a 15 years; Completed One Year Practitioner Program, Counseling Psychology and Spiritual Development, 1994 - 2009

Grade: Graduate Level

Activities and Societies: President of Stewardship Counsel for three years. 15 years of classes on philosophy, psychology and group dynamics.

Landmark Education

1 year program, Team Leadership and Management, 1998 - 2007

Grade: Graduate

Activities and Societies: Intensive one year program on management and leadership. Preceded by several years in communications and enrollment training.

University of Pittsburgh

M.Ed, Counseling Psychology, 1977 - 1978

Activities and Societies: Group Dynamics, Basketball, Golf, Chess, Baseball, taught yoga

Carnegie Mellon University

B.A., English and Psychology, 1970 - 1974

Activities and Societies: yoga, meditation, psychology,

Walsh University

Transferred to Carnegie-Mellon University for Psychology and Language, History, 1969 - 1970

Activities and Societies: Soccer, Basketball, track.

Honors and Awards

Recognition of Service Award: Three years as President of the Stewardship Board; Center for Conscious Living

Interests

Yoga, film, current events, air, good food, engaging conversations; etc

Honors and Awards

Speaking to The Academy of Biomimetic Dentistry 4th Annual Meeting in Philly 10/15-18

The Academy of Biomimetic Dentistry

October 2015

Confucius said, “Tell me and I will forget. Show me and I will remember. Involve me and I will understand.” As interdisciplinary collaboratives, we can clarify clinical and business methods, examine specialized healthcare issues, and also have a good time. By better understanding each other’s clinical expertise, we can create functional partnerships, sharing costs of marketing; or sharing office space, teams or support staff. Listening creates a bond and a deeper understanding; from this foundational relationship, strategic partnerships emerge. Then, ideas become refined, friendships grow; clinical and other partnerships happen. Contributing to the prosperity and growth of others, we reciprocally grow and prosper. Our groups work because everyone is committed to excellence.

Languages

English

some Spanish

Bill Dennis, M.Ed.

CEO Metro Collaborative & Practice Success

bill@metrocollaborative.com



51 people have recommended Bill

"Bill is an excellent business coach. He helped my Cosmetic and Sleep Apnea Dental Practice grow to new levels. He is personable and knows what patients are looking for when choosing a dentist."

— **Jay Neuhaus**, was Bill's client

"In the past, I've used a business coach like I use a Tarot-card reader - what they say may or may not apply to what I'm doing, but it always helps me define where I stand. Bill has been a valuable voice over my shoulder as I navigate some uncharted waters for my business. He asks the right questions at the right time. He helps me keep my eye on the vision and keep my confidence up when I get nervous. His understanding of healthcare and of the broader "well care" philosophy has been very helpful to me."

— **Barry Raphael**, was Bill's client

"I have a practice that is expanding. My team and I worked with Bill for at least a year. Though my wife is an executive at a large corporation near by, Bill encouraged her to take a "long lunch" when we had our meetings and she would spend a good hour with us too. At first, I was not sure our simple "team meetings" would motivate my staff. Before each meeting, Bill, my wife and I would discuss what we wanted to accomplish. Then we would seat down with everyone and just discuss how we could work better for the sake of the patients. Occasionally we would prepare by listening to audio books for "a more in depth" discussion on a specific subjects, like "doing your best" or "not taking anything personally." It all seemed very simple but it worked. Our numbers started rising and even in a difficult year like 2011-2012, our numbers stayed up and then, to my surprise, went up again. When we made a few changes in personnel, everyone accepted them and we would hit another plateau. When an associate moved, we made a strategic decision to move on and we moved on. Things continue to expand months later. Looking back on our program, I realize that I have had more time for family and that my team is a real team now. I also know that the changes we made were essential. So, I am grateful. If you are looking for a balanced, stress free way of expanding your treatment mix and motivating your team, I recommend Bill and Practice Success."

— **Jianming Duan**, was Bill's client

"I contacted Bill at a time when my office was in terrible shape, due to having hired several "scientific", "church-based" consulting groups. Bill helped me to get my head readjusted and put back in place. I stopped losing patients due to the aggressive nature of the previous consultants. His team was extremely helpful, informative and well-informed. I highly recommend him."

— **Ben Schultz**, was Bill's client

"I first met with Bill last year. He has been a practice consultant for many years and comes with great suggestions for practice improvement and better functionality. He is very attentive to the needs of the office and does his home work well prior to offering solutions. My staff and I found Bill to be easy to talk and interact with. We could relate to each other beyond our professional lives as well. I highly recommend Bill without any reservation as someone to reach out to get another perspective on the functioning of your office."

— **Sivakumar Sreenivasan**, was Bill's client

"I have known Bill for over 20 years. He is a man of highest integrity and ethics."

— **Richard C. Nelson**, was with another company when working with Bill at Practice Success

"Bill is a great business consultant that brings the best out of you. He focuses on internal personal growth in order to conquer any obstacle you can encounter. He empowers you and teach you how to become a great leader in your field. He is perfect for the dentist/entrepreneur who wants balance in the chaotic world of owning a dental office."

— **Erick Hosaka DDS MBA**, was Bill's client

"Bill is a dynamic consultant, speaker, and group leader in the medical practice industry. He has had a long and successful career in this area and has helped many practice owners and operators to achieve a substantially better financial position and quality of life."

— **Susan Pickman, Ph.D., CFE**, was with another company when working with Bill at Practice Success

"Bill has a very clear understanding there success involves a multi-faceted approach that concerns psychology, attitude, and the actual/physical 'mechanics' of the job involved"

— **Fernando Juliao**, worked directly with Bill at Practice Success

"In today's competitive landscape you need more than a solid business strategy to be successful. Drive, organization, fairness and planning are a small part. Bill has a factor that will allow for these skills to work. His self- awareness, accountability and continuous adaption to individual needs makes Bill stand out in a crowd."

— **Nick Schneider**, was a consultant or contractor to Bill at Practice Success

"Bill is one of the rare people that actually practices that which he trains, teaches and counsels to others. Many of his skills were developed long before the current trends ever started. Whenever we cross paths, I'm always impressed with the positive outlook that he radiates. Highly recommended."

— **James Stunkard**, was with another company when working with Bill at Practice Success

"Bill's approach to practice improvement and growth is very customized taking into account the entire team. The intent is to make every team member realize that they play an important role to providing exemplary service. Bill always takes the time to understand the practice that he is working with and makes suggestions that are worth pursuing. I feel he is genuinely interested in your success. I have no hesitation in recommending him."

— **Sivakumar Sreenivasan**, was Bill's client

"I have known Bill for many years. He is a great service provider, and does excellent work. I would recommend him to all who is in need of accounting."

— **Marc N. Benhuri**, was Bill's client

"very empathetic professional who offers a 'holistic' approach to consulting..."

— **Fernando Juliao**, was Bill's client

"Bill is a great Coach and group facilitator! "

— **Barbara Finiguerra**, *Territory Manager, Shofu Dental Co*, worked directly with Bill at MetroCollaborative.com

"I had Bill as a consultant for several years and then I have worked with him and his ability to take a practice to the next level is unquestionable."

— **David Martin**, was Bill's client

"Our office had the extreme pleasure of working with Mr. Dennis for quite some time, he was a wonderful business coach. He is very passionate about what he does, and is an intelligent and educated professional. His expertise as a business consultant speaks for itself. Mr. Dennis helped to introduce many valuable ideas and new systems into our practice, which were all very successful and still in use. We would highly recommend his services to anyone in need of someone who can think outside of the box, and get things done!"

— **Maribel Vann D.D.S.**, was Bill's client

"Bill Dennis has a unique approach to helping healthcare professionals succeed. His background in psychology, sales, coaching, and marketing combine to give him a skill set that is hard to duplicate. He

can work with you and customize an approach to improvement which is personal, rather than cookbook. Bill helped me find a better way to communicate with patients and ultimately have a more fulfilling dental practice."

— **Marvin Fier**, *Dentist/Owner / Guest Lecturer/Adjunct Professor-multiple dental schools & Congresses, Marvin A Fier, DDS, FASDA*, worked directly with Bill at Coaching Solutions

"During my career as a dentist, and a dental business owner, I have had the opportunity to work with a wide range of other dental professionals. Over twenty years ago I had the pleasure of meeting Bill when he was working with a mutual friend. As we have both grown a bit older, and a bit wiser, Bill has matured into not only a total professional with a wide range of knowledge concerning our mutual profession, but more importantly, into a totally dedicated human being. Very few people are able to maintain the kind of focus needed to stay in touch with the trends that occur while still staying grounded in the principals that have worked over a long period of time. Being able to merge a wide range of philosophies, techniques and services into a practical approach to issues has made Bill an indispensable mentor and an even more important friend. It is without any trepidation that I recommend Bill."

— **Cary Ganz**, worked with Bill at Coaching Solutions

""For over eleven years Bill Dennis has supported me and my practice. I began with myself and looking at what I really wanted. At first I did not think I could do it. I had a very large team and worked too many hours to even enjoy my life, let alone help others appreciate their own. I was also not happy with my income. I had to change and realize my skills, passion, and commitment. I had to make hard decisions. I did, with the help of my coach, Bill. My vision was to have a small extraordinary team and to do extraordinary work for people wanting to change their lives through the abilities of my dentistry, and for those that value what I do. I now have what I wanted eleven years ago and have had it for over ten years now. I transformed my business from a very ordinary practice with lots of issues and problems to a practice that is truly extraordinary, even through the perceived difficult economic times. The year of the economic crash was my best year ever. I do comprehensive work on everyday people who really want just that. I am happy and my life is not only full; it is still evolving! A great side effect is that my income supports all that I care passionately about. Now in the spring of 2011, the economy has hardly touched my dream practice!" Thank you!!!!!!!!!!!!!!!!!!!! Very Highest Regards, Bill Dennis"

— **Ira Koepfel**, worked with Bill at Coaching Solutions

"My dental practice has worked with Coaching Solutions for several years. They greatly improved our business and were excellent to work with. I highly recommend Bill and his company"

— **Steven Roth**, was Bill's client

"We have worked with Bill Dennis and Coaching Solutions for over five years as our primary practice management consultant. During that time we have had outstanding practice growth. Bill not only provides the nuts and bolts of running and growing a dental practice but also building a great team that makes the work environment fun."

— **Andrew Koenigsberg**, was Bill's client

"The recommendations Bill made to us several years ago are still very much an integral part of how we do business today. Without his sage advice, we would be having much more difficulty in today's economy."

— **Dr. Mark Waltzer**, was Bill's client

"Bill gets right to the point of solution with his years of experience. Bill has created a high bar for professional coaches following his ground work. I have enjoyed working with Bill while he was in New Jersey. I gained valuable tools of management that I continue to use daily. Bill had increase my revenue by \$100,000 within 12 months. My income continues to climb even in a down market from management tools I have implemented over the years. I have since become a speaker to help other business owners and companies overcome barriers with team and employee development. I have learned from Bill how to fix the problem before the problem destroys your goals. Dr. Charmen Douglas Beautiful Smile LLC Give Back A Life Foundation"

— **Charmen Douglas**, was Bill's client

"I met Bill Dennis at a network event in the latter part of 2012 and began utilizing his Business Coaching shortly thereafter. After meeting with him the first time I immediately realized that he is a man who knows what he's talking about. I've met with several "Business Coaches" before meeting Bill and was not overly impressed with any of them. One major detail that set Bill apart from the rest was the fact that he asked for my business. No other "Business Coach" I met with asked for my business, therefore I didn't do business with them. I am, however, using Bill as my Business Coach, and am improving my business skills as a result. Since beginning my time under his tutelage, my interpersonal skills have increased, I've gained self confidence, I've become aware that I have much more to offer others than simply my Graphic Design and Marketing skills, and, I've closed more sales than ever before. I believe that the time and money I've invested in Bill Dennis' Business Coaching services have been very well worth the expense. As a businessman I can highly recommend Bill Dennis to any other business person who wants to improve his or her interpersonal skills, increase their sales skills or acquire and improve skills in almost any area of business success."

— **Robin Axtell**, was Bill's client

"Bill has an in-depth knowledge of the Dental field with connections to many resources."

— **Jay Neuhaus**, was Bill's client

"I have known Bill for over a decade, he is very dedicated to helping others succeed. He is very easy going and easy to work with. He was a great consultant then and I am sure he is an excellent one now."

— **Shila Yazdani**, was a consultant or contractor to Bill at Coaching Solutions

""

— **Shila Yazdani**, was Bill's client

"Bill was instrumental in revitalizing my dental practice. He helped me identify weaknesses in my practice and then worked with me to come up with my solutions; not cookie cutter ones."

— **Scott Dubowsky**, was Bill's client

"I have known Bill since our days in elementary school, and have worked with him on Projects for his company as well as for mine. Bill has an outstanding work ethic, is a great thinker and a very good friend. Where Bill shines best is in helping others better understand where to focus and how to deal with - the complex problems or issues that arise in the course of managing your responsibilities and/or your overall business challenges. Bill is the real - deal!"

— **Frank Hicks**, was with another company when working with Bill at Coaching Solutions

"I had the opportunity to work with Bill Dennis and was extremely inspired by his passion for his work and connection with people. He has integrity and strong values and is the main reason I chose to work with him to support his Vision."

— **Laura Boone**, reported to Bill at Coaching Solutions

"Bill and his team are excellent and I would highly recommend their services. They helped me and my team get to the next level. His most valuable service was to identify our strengths and weaknesses. We were able to emphasize what we were good at; and improved, where we came up short. All this in an atmosphere that was encouraging and empowering. If you are thinking of using him, stop, and just do it. You and your team will be glad you did."

— **Pablo Cuevas**, was Bill's client

"We hired Bill for my partner's dentist office and we were very impressed with Bill and the team's commitment, expertise, and the timeliness for whenever they said they would do something, they followed through. We were going through a tough re-structuring, and they walked us through that process with tremendous support strategy and expertise. I would recommend Bill Dennis. Lois Barth, Speaker, Coach and Motivational Expert. www.loisbarth.org"

— **Lois Barth**, was Bill's client

"I have seen Bill work with hundreds of clients & companies, he is extremely dedicated to his work and gets results!"

— **Marc Daichman**, was with another company when working with Bill at Coaching Solutions

"Bill Dennis is the quintessential coach-he has the experience, the knowledge and the approach that helps his clients achieve the clarity they need to set goals and accomplish them. He takes on clients he can believe in and helps them to a greater belief in themselves and in what they can accomplish."

— **Paul Riecks**, worked with Bill at Coaching Solutions

"Bill and his team were very effective and helped my team succeed with their goals."

— **Joe Portale**, was Bill's client

"I've had the privilege of knowing and learning from Bill over the course of the past 8 months or so. He's an incredible professional with a wealth of knowledge as it pertains to his industry expertise and has provided substantial advice in helping with Unleashed Technologies long term future. I highly recommend Bill as a person of the highest integrity, principle, and character."

— **Michael Spinosa**, was with another company when working with Bill at Coaching Solutions

"I highly regard Bill Dennis. He brings tremendous enthusiasm and expertise to his professional endeavors. He has a holistic perspective that allows his work to fulfill a wide variety of needs and goals. You will not find a more motivated person on the planet."

— **Karyne Wilner**, was with another company when working with Bill at Coaching Solutions

"I have worked with Bill on and off for about three decades in health care. I think his mastery of leadership and communications evolve from his attention and concern for those he works with; he always follows up and follows through. Bill keeps himself updated and current with his clients through study and diligent contact, never losing site of their needs and their capacity to change. He has a gift for innovative ideas, bringing his enthusiasm and dedication front and center for each and every meeting. This is true for new accounts as well as for long-term colleagues and associates. He always encourages me to keep learning and not to take easy escapes. This approach carries over, I think, into his meetings with medical and dental communities, as he has educated himself on every facet relevant to the unique services he offers. Since, we share the same set of values and back ground, I know him as a friend as well as a colleague. He is one of my most trusted advisors for business or spiritual issues. He has been relentless when it comes to clarity with strategic decisions."

— **Maggi Aebi, E-RYT**, worked with Bill at Coaching Solutions

"Bill does an excellent job in helping doctors get the most of their practices. He is easy to work with and a true professional."

— **Jim Baum**, was with another company when working with Bill at Coaching Solutions

""

— **Dr. Carmen Schuller**, was Bill's client

"Bill is a true professional! His thorough understanding of the challenges faced by dental practices gives him an edge and advantage when building custom strategies. He is an excellent resource for dental professionals looking to grow their businesses and I would highly recommend pursuing his leadership."

— **Kimberly Joyce**, was with another company when working with Bill at Coaching Solutions

"Bill has done a terrific job with many dental practices.... He develops a great business plan that helps the practice grow in a positive way.."

— **John Lavicka CDT**, was with another company when working with Bill at Coaching Solutions

"Bill Dennis and Coaching Solutions have been helping dentists create successful dental practices for many years. Bill has been in the dental profession and I have worked with him directly as a speaker. I highly recommend Practice Solutions."

— **Barry Polansky**, worked directly with Bill at Coaching Solutions

"I've known Bill for some time now. His keen knowledge of, and experience in the dental industry, combined with an "easy to work with" communications style, results in a winning formula for dentists looking to create their ideal practice. Coaching Solutions offers several powerful programs that will allow practitioners to create a more efficient, profitable business!"

— **Anthony Stefanou DMD**, was with another company when working with Bill at Coaching Solutions

"Bill has always created value for his clients and has a wealth of knowledge from his years in the dental business associating with the top practices in the field."

— **Andy Parker**, worked directly with Bill at Coaching Solutions

"Bill was very helpful in helping take my dental practice to the next level."

— **Dr. Mark Waltzer**, was Bill's client

"In the time I have known Bill I have seen first hand someone who's drive and dedication has help build many dental practices. He is in constant motion always in search of better,more effective answers.He is an asset to many in the field of dentistry."

— **Michael J. Goodman**, was with another company when working with Bill at Coaching Solutions

"Bill has great knowledge and experience to help dentists be more successful in their dental practice , especially from the business aspect of running the practice. He has good insights and is a gentleman."

— **Dr Joe Capista**, was a consultant or contractor to Bill at Coaching Solutions

"Bill is a true professional, he is well versed in all faucets of healthcare delivery and practice management."

— **Mitchell Utz**, was with another company when working with Bill at Coaching Solutions

"I find Bill to be a thorough and dedicated manager, exacting thoughts on new ideas from everyone he comes in contact with."

— **Denise Schreiber**, was with another company when working with Bill at Coaching Solutions

[Contact Bill on LinkedIn](#)