Study investigates factors that influence work satisfaction of dentist leaders

By DTI

KUOPIO, FINLAND: Competent leadership from a motivated workforce is important, especially in the demanding health care sector. Aiming to understand the reasons for which some dentists in leading positions become frustrated and leave, whereas others thrive, researchers from the University of Eastern Finland have investigated factors that influence work satisfaction and associated career choices of dentist leaders.

In order to investigate factors associated with the likelihood of a dentist staying in or leaving a leadership position, the researchers utilised the method of empathy-based stories, through which the participants peered five years into their imaginary future. In their essays, Group 1 imagined a situation in which they were planning to quit their management role, while Group 2 imagined staying in their leadership position.

According to the researchers, participants in both groups regarded working as a leader as a positive challenge and a good opportunity to supplement or compensate for clinical work. Moreover, education seemed to be a very important factor in determining the intention to take up a leadership position.

Enervating and intent-to-leave factors named were stress, the excessive number of duties, the loneliness of the leadership position, the lack of support, and staff-related difficulties. In contrast, supporting factors that motivated individuals to seek and remain in leadership positions were enthusiasm for leadership supported by education, the possibility of achieving meaningful impact, a positive working community and the opportunity to promote oral health care as part of health care.

While both groups were hopeful that conditions would improve in their organisation in the future, participants generally expressed major concerns about ongoing changes, mainly the uncertainty and instability in the health care sector and the status of oral health care.

Based on the findings, the researchers concluded that it is essential to provide dentist leaders with necessary education, support and time for leadership in order to motivate individuals to seek and stay in demanding and challenging leadership positions and achieve personal satisfaction and fulfilment.

Of the 25 participants in the study, the mean experience as a dentist was 20 years and as a dentist leader was 2.5 years.

The study, titled “Factors associated with staying or leaving a dentist leader’s position—A qualitative study”, was published online on 16 April in the BMC Oral Health journal.
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University of the Pacific
At the beginning of 2016, Hans Geiselhöringer took over as president of global dental implants manufacturer Nobel Biocare. Dental Tribune recently had the opportunity to interview the dental technician by training, who has held a number of important management positions in the dental industry for the past 20 years, about this significant step in his career and the future development of Nobel Biocare, as well as the dental implant market in general.

Dental Tribune: Mr Geiselhöringer, you have been leading Nobel Biocare’s research and product development for over six years now. What are the greatest challenges of becoming the president of one of the global leaders in dental implants?

Hans Geiselhöringer: Leading a company with the heritage of Nobel Biocare is a great privilege that comes with great responsibility. Maintaining the pioneering spirit and momentum of innovation that the company has shown over the past 50 years is an immense challenge, but one that I embrace.

At the same time, we must ensure that we are not innovating for the sake of it, but for meaning, innovation is key, and I believe comes only from using evidence-based products and solutions. We want to help ensure that those new to implantation can lead stress conditions and implants can lead to very expensive treatment for patients and the clinical expertise to do so safely.

However, these products are of little use in the wrong hands. That is why we are further developing our global training and education offering. We want to help ensure that those new to implantology and those who wish to develop their skills for treating cases that are more complex have both the products to provide optimal treatment for these patients and the clinical expertise to do so safely.

Digital technologies have gained increasing importance in today’s dental market. How has this development changed the way dentistry is performed in dental practices and laboratories in your opinion as a trained dental technician, and how well has Nobel Biocare addressed this trend?

Technology has opened the door to improved efficiency, flexibility and reliability for laboratories and clinicians alike. Nobel Biocare’s integrated treatment workflow is industry leading when it comes to helping dental professionals take advantage of the opportunities presented by digital dentistry, and together with our partners at KaVo Kerr Group, our focus in this area will significantly expand.

Take, for example, the Smart-Fusion technology in NobelClinician Software. It merges and aligns medical imaging from CT and CBCT scans taken by the clinician and the data derived from the model and diagnostic set-up scanned by the NobelProcera 5G System in the laboratory. This improved collaboration allows diagnoses and planning based on accurate intra-oral tissue information, the underlying anatomy and the proposed prosthetic outcome. The fusion of data is a truly visual experience that helps the clinician not only define his or her treatment plan, but also communicate the proposal to the patient.

From 23 to 26 June, Nobel Biocare will be holding its Global Symposium at the Waldorf Astoria in New York. What new products will be introduced?

The tag line for the event is ‘Where innovation comes to life’ because we will have a number of exciting new products and solutions to present. I wish I could say more, but you will have to wait until we unveil them in New York.

Places are filling up, so I would advise anyone who wants to be among the first to learn about these developments to sign up fast. The educational programme features the field’s leading experts on stage and a very enticing and comprehensive line-up of hands-on sessions. Add the networking opportunities and you have all the ingredients for an unforgettable event.

Thank you very much for the interview.

An interview with Hans Geiselhöringer, president of Nobel Biocare

“Challenges will soon become successes”

“In other words, our integration into Danaher’s dental group has gone well…”

Hans Geiselhöringer

“Nobel Biocare’s integrated treatment workflow continues to evolve…”

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