



OPTIMUM
PRACTICE
SOLUTIONS

01

ORGANIZATIONAL
Management System

DEVELOPED FOR
Veterinary & Healthcare Management

THE 50/50 RULE

There are two factors in improving any organization, one is transforming systems, the other is transforming people, both are equally important.



INTRO

Optimum Practice Solutions is an organizational management framework. It is comprised of four modules. Each module provides value and can stand alone. However, when all four modules are implemented, the framework provides an outcome where both people and the systems they work in achieve optimum results.

The components in this system are science based, reliable and have been used by Maryle's clients to improve their culture, solve problems, build leaders from within, engage employees, and increase profits, since 2005.



THE 94% RULE

According to data from the healthcare industry, 94% of the results being created in the workplace are a function of the systems in which people work, not the efforts of the people.

BUILDING BLOCKS TO AN OPTIMUM PRACTICE

Current Condition

Our Current Condition online survey and analysis report identifies your employees thoughts, feelings and perceptions about management, the direction the organization is taking, and interpersonal relationships with fellow employees.

Training Packages

Eight and 10-week Sessions. Facilitated training for implementation of the 3D Systems Management Blueprint; the bottom/up tools and techniques servant leaders and frontline staff use to solve problems and create better systems.

Performance

Our Performance Management System replaces the old/outdated annual review process. Customized for your practice the system includes a Handbook, customized forms with your branding and a 1-hour consult.

Lead With Vision

A 4-week online intensive. We support you in creating a vision that is genuine and palpable, where employees find your organization a compelling place to work, and client trust is built with every encounter. Includes a Practice Vision Brochure.

90-MINUTE GROUP CALL

A 90-Minute Systems Strategy session with up to 10 people. Conducted on Zoom using Miro whiteboard interface.

During the session, we'll use the first tool in the 3D Systems-Management Tool kit and perform Discovery; naming the issues/problems that are creating stress in your practice.

You'll walk away knowing exactly what problems and issues have been plaguing your staff, that must be resolved. These problems are the broken or hidden systems that are causing 94% of the stress in your practice.

GO

\$497 100% Satisfaction Guarantee

A bottom/up approach to management



60-MINUTE FREE CALL

Do you have a problem in your practice that you haven't been able to solve? Then, this high-value free call with Maryle is your opportunity to gain insight into the symptoms causing the problem. Be prepared to dig deep with no holds barred.

Schedule your call on our website.





WHAT WE DO BETTER

The 3D Systems-Based Management tools and techniques were developed by David Dibbile, arguably one of the leading systems thinkers of our time. It was developed for use in healthcare systems, and used today in hospitals both large and small by enlightened CEO's. Maryle is one of a few Certified Trainers using this system at the practice level. She has successfully implemented the 3D Blueprint in veterinary and medical practices with 100% success since 2005.



Consulting Services

Consulting and mediation services for veterinary and medical professionals. Specializing in organizational management, human resources, and brand identity.



Systems Training

Identify and solve any problem in your practice. 8-week online training for team leaders in the use of the 3D Systems Management Blueprint. On site training also available.



Branding & Marketing

Through our branding and marketing division, we offer a wide range of services, including Google Premier Partner services in SEO, PPC, Social Media, and Reputation Management.



Performance Management

A one time investment in a ready to use Performance Management System. Includes a Handbook and all the forms to support both employee development and employee improvement.

OPTIMUM PRACTICE SOLUTION #1





CURRENT CONDITION SURVEY

Learn what your employees really think!

Our confidential online survey identifies the emotional condition of your employees and their perceptions about management, the vision and direction the practice is taking, and their interpersonal relationships with fellow employees

Your CCS includes a comprehensive analysis report and a 1-hour consultation. We recommend the CCS as a prelude to the Eight or 10-week Training program. It can be ordered separately or as part of our Training Packages.





OPTIMUM PRACTICE SOLUTION #2

Training: Implementing the 3D Systems Blueprint

The System

That turned a -9 Million loss into a 1.1 Million profit in 11 months.

94% of the problems that occur in the workplace are a result of the systems, either good or bad, while just 6% are a result of the actions of employees.

To improve any business, leaders must identify and solve systems/problems that are negatively impacting the business.

3D SYSTEMS BLUEPRINT

Empower Your People to Solve Any Problem



The System

That effectively merged two practices within 3-months when the corporate owners had tried, without success for over a year.

GENUINE TRANSFORMATION

The blueprint for managing operations in your organization is the the 3D Systems Management Blueprint. These tools and techniques reverse engineer the chaos by applying the 80/20 theory.

Application of the 80/20 rule allows your teams to constantly identify the top 20% of the your systems (processes) that create 80% of the problems! Once identified, broken systems are fixed while hidden systems are evident and new systems are developed.





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OPTIMUM PRACTICE SOLUTION #3

Servant leaders are committed to helping their people grow and thrive, both personally and professionally. One of the ways to support your workforce is by replacing the old, outdated Annual Review, with a modern, proven Performance Management System.



PERFORMANCE MANAGEMENT

When you don't communicate regularly with your people they are less motivated, the workplace can be viewed as oppressive, and there is always a question of what management really thinks of their performance.

Our Performance Management System keeps you and your employees on the "same page." HR meets with individuals every 90-days (or more if desired or required). Together you identify areas for growth and set professional and personal goals. If improvement is needed, it's spelled out and appropriately documented. Communications are improved and every employee knows where they stand.



OPTIMUM PRACTICE SOLUTION #4

Committing to a Vision for your organization is one of the paths to leadership mastery. By creating a vision and a culture that is genuine and palpable, employees find the organization a compelling place to work, and client trust is built with every encounter.

MASTER LEADERSHIP WITH A CLEAR VISION

1

Empathy

A culture of empathy acknowledges differences.

3

Visual

Make your vision real in the eyes of your people.

2

People First

People drive the numbers.
Numbers are not a vision.

4

Sense of Direction

Without it, leaders become uninspired and uninspiring.



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OPTIMUM PRACTICE SOLUTIONS

The Bottom/Up Organizational Management System that Servant Leaders Use to Empower Frontline Staff to Solve Problems and Create Better Systems.