

# Attend the 2017 C-Bones Orthopaedic University

## May 18th at the beautiful Omni La Costa Resort

You will leave with new insights about everything from the aging population of orthopaedic surgeons, the trials and tribulations of practice transitions to how to enhance your leadership skills and get paid for Worker's Compensation in California. Plus there is time for networking with colleagues in practices like yours!



Your time and investment in education will pay off.



### Speakers



Karen Zupko, President  
KarenZupko & Associates



Sarah Moray, Co-founder  
Daisy Bill



Deb Wiggs, Founder  
V2V Management Solutions

### Program

#### Practice Transition Planning

8:00am-9:15am

The orthopedic work force is aging. AAOS survey results show that California orthopods have an average age of 56.82 years old. This survey reveals more than 50% of surgeons are age 70 and over and are still working in a solo or private practice orthopaedic groups. Ignoring demographics and the impact of an improved stock market on MD retirement portfolios can impact your practice. How to discuss the uncomfortable topic of "practice transitions" is covered and we will share results of interviews and physician workforce studies that every manager needs to be aware of.



Karen Zupko

#### Transition Tales From the Front

9:15am-10:15am

#### Expert Panel

Hear different points of view from orthopaedic administrators and business advisors who help practices deal with these changes. You will leave with insights to use in your office and you will know what traps to avoid.



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Program	
BREAK	10:15am-10:30am
<b>2017-2018 Worker's Compensation Updates</b>	10:30am-11:30am
<p>Orthopaedic practices are often challenged by new policy changes for Worker's Compensation billing.</p> <p>Sarah will provide a complete overview for 2017 and 2018 that will include great take aways to help ensure a better bottomline.</p>	 <p><b>Sarah Moray</b></p>
<b>C-Bones Business Meeting:</b>	11:30am-11:45am
<b>Lunch with round table networking and infomercials</b>	11:45am-1:15pm
<b>CARE2 Leadership Session: CARE2</b>	1:15pm-2:45pm
<p>CARE2 stands for <b>C</b>larity and <b>A</b>ccountability <b>R</b>esult in <b>E</b>ffective and <b>E</b>fficient CARE - describes the art and heart of orthopaedic practice leadership. Deb's presentation will expand on these concepts from a positive perspective. You will leave with hands-on exercises that practice executives can take back to support transformative activities within their practice.</p>	 <p><b>Deb Wiggs</b></p>
BREAK	2:45pm-3:00pm
<b>ADEPT</b>	3:00pm-4:00pm
<p>ADEPT stands for <b>A</b>pplication, <b>D</b>istinction, <b>E</b>ffectiveness, <b>P</b>rofitability and <b>T</b>alent. As orthopaedic practice transformation is underway, more than ever resilient leaders are needed. Practice executives that are adaptable to change ensure the survival of their organizations. Learn how to identify and execute on these principles.</p>	 <p><b>Deb Wiggs</b></p>
<b>Staff Selection and Training Tools in the New Tech Era</b>	4:00pm-5:30pm
<p>Complimenting Deb's presentation, Karen will build on screening and training tools to help you in developing a first class team. New technology skills are essential. Karen will demonstrate some of the resources her consulting group uses in the selection and orientation of practice staff. Interviewing questions that you might never have thought of will be included, as well as online resources you can use for a minimal investment.</p>	 <p><b>Karen Zupko</b></p>
<b>Reception</b>	5:30pm-7:00pm
<p>C-Bones is partnering with 619 Spirits to elevate this spectacular networking event with organic vodka tasting. Members who are present are eligible to win raffle prizes during the social hour. Spouses welcome!</p>	

TIMES ARE APPROXIMATE