



# TEAM ALIGNMENT AND CULTURE TRANSFORMATION IN YOUR PRACTICE

Dr. Summer Kassmel is owner of Castle Peak Dental, Avon Dental, and Ladder5 Mentorship & Resources.

She also owns and operates Vail Valley Dental Assisting School, DA Schools Delivered, and Dental Career Academy in the Vail, Colorado area where she has built a life she loves in the mountains with her family.

Leaving the clinical chair of her offices in 2014 has allowed Summer to focus on scaling and maximizing profit in her 2 large offices, as well as create DA Schools Delivered and Dental Career Academy. These products help doctors grow high culture DA and front office departments that minimize staffing costs and increase profitability in their own offices.

Summer is currently a Black Belt Coach for the Dental Success Institute, where she coaches other doctors to implement elite systemization and control their overhead. She loves utilizing numbers and metrics to help doctors make intelligent decisions and work with intention rather than at a frenetic pace. She is also faculty for Dental Success Network where she facilitates the Lady Leader Group to encourage and help other women.

She is passionate about helping doctors build successful practices and lives of their dreams but is especially enthusiastic about supporting women doctors to grow thriving practices they love through her personalized Ladder5 Mentorship.

## Course Overview:

Most of us became practice owners because we love helping people and wanted to create something special for ourselves. Nobody handed us a manual on leading people, building culture, or figuring out why a team that looked great on paper still isn't performing the way you know they can. The gap between a team that just "shows up" and a team that is actually aligned with your vision... is huge. That is the difference between a practice that exhausts you and one that energizes you. This session is not about fluffy culture buzzwords or team-building exercises that don't stick. It is about getting honest with what's actually happening in your practice, understanding why misalignment keeps showing up, and walking out with tools you can use this week.

## Learning Objectives:

1. Name what team alignment actually looks like in a dental practice and use a practical diagnostic to identify exactly where the breakdown is happening in their own team right now, not in theory.
2. Recognize the leadership patterns that erode culture, including the ones you may not realize you're modeling and replace them with behaviors that build trust and set clear expectations without the guilt or the overcorrection.
3. Use a repeatable conversation framework that moves teams from blame and avoidance to real ownership and accountability, so you stop dreading the hard conversations and start having them.
4. Leave with one concrete action. A focused, 30-day culture shift they can implement in their practice immediately, because inspiration without a next step is just a good talk.