



Scaling Growth Across 240+ Practices Starts With Clinician Development

Challenge: Inconsistent Clinical Education Across the Enterprise

As **North American Dental Group** grew to more than 240 practices across multiple states, clinical education stayed self-directed and varied by location. Without a shared development system, the risks compound quickly:

- Clinical inconsistency makes standardized treatment planning harder to achieve
- Uneven doctor development slows clinical confidence for new hires
- Retention suffers when clinicians see no clear, connected path for growth

Solution: A Prescriptive Development Pathway

North American Dental Group partnered with Spear on a year-long, cohort-based development program that replaced self-directed learning with one shared curriculum.

- **Prescriptive Curriculum:** Spear directed doctors to the right courses instead of leaving development up to chance, reinforcing the organization's mission and standards of care.
- **Enterprise-Wide Programming:** Cohort-based workshops, hands-on endodontic training, and customized curricula kept education consistent across every location.

Results: Stronger Retention Plus More Confident, Consistent Doctors

80%–85% New clinician retention is up from the 70% level

+5–10% Increase in crown and bridge case completion

- **Faster case readiness:** doctors with no prior endodontic experience began treating patients successfully immediately after the pilot workshop
- **Stronger retention** through a structured path for mentorship, growth, and connection to the organization
- **More confident doctors** directed to the right curriculum instead of guessing what they need
- **A shared standard of care** across all 240+ practices, regardless of location

“

We needed a consistent message and consistent opportunities across the board for every doctor.”

— Dr. Ray Scott

VP, Clinical Operations



Get in Touch

Contact Sean Finn, Director, DSO Sales, at sfinn@speareducation.com or 314.750.6959 to learn how Spear can help your organization scale clinician development across every practice