

## Ep #151: The Power in Numbers and Community with Dr. Glenn Vo



### **Full Episode Transcript**

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**Dr. David Phelps and Evan Harris**

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## **Ep #151: The Power in Numbers and Community with Dr. Glenn Vo**

You are listening to the *Dentist Freedom Blueprint* podcast, with David Phelps. Navigating you through the uncharted waters of a turbulent economy with straight-forward advice to, transform your practice into a self-sufficient cash machine, compound your net worth assets, and multiply, multiply, multiply your passive cash flow streams.

David Phelps: Good day, everyone. This is Dr. David Phelps on the Freedom Founders Mastermind and the Dentist Freedom Blueprint Podcast. I'm back to you today with someone who I've been looking forward to interviewing for really some time, somebody who's really I think made a name for himself, not just for himself but as an influencer in our dental industry. I call him a young leader. I'm excited to see so many younger people in the profession that are truly stepping up and I think a big way and leading in different avenues, different niches, and bringing strength to the community.

And it really is, it's about a community. Dentistry is a community more and more today because of technology and social media and the internet of course that didn't have back when I got started... I'm dating myself already, Glenn. We have the opportunity to be more engaged, and I think that's what's happening here. I just gave it away a little bit. My guest tonight is Dr. Glenn Vo. Glenn, how are you doing, sir?

Dr. Glenn Vo: I'm doing great. And, David, thank you so much for having me on the podcast.

David Phelps: Hey, it's fun. We'll have some fun with this. Let me tell people a little bit about you, Glenn. For some people who may not know who you are, they definitely want to connect with you, and I'll show them how. Glenn Vo is

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person that has not only become a leader in dentistry, but he is also the creator of the Nifty Thrifty Dentist, in which he's always negotiating discounts. And I want to talk to you about that, so negotiating discounts, why that's important, how you do that.

In so doing, he is also obviously helping his fellow dentists save money, which is everybody wants to do that. Everybody needs to do that. By the way, Glenn and I were just talking about, few minutes before we started the podcast, and he said that he just had his best year in 2017 by working fewer days. I want to dig into that a little bit, too. So we'll catch that.

This year was also a breakthrough year, Glenn, in which you described that is one in which you figured out your why, your reason why, why you do what you do. And again, I think that's an important thing to talk about. And you love to mentor younger dentists, which is why I believe you're a true leader in the field. You created the Blueprint for Dental Success to help dentists gain a stable foundation for growing their dental practice.

You've also joined up with good friend of mine and yours obviously, Dr. Anissa Holmes of the Delivering WOW Team to help push dentists to higher levels in their business acceleration boot camp. You've also been very fortunate and able to share your Nifty Thrifty message with various speaking engagements. You've presented at the Voices of Dentistry, the Delivering WOW Summit, and with many study clubs.

The Nifty Thrifty Dentist Podcast was a spur-of-the-moment idea for Glenn with a goal of reaching more dentists beyond their Facebook group. What was

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supposed to be a podcast about saving money has morphed into a variety show. That's what's really cool. If you haven't listened to it, you guys have got to listen to it. It's aimed at helping dentists momentarily escape the grind of daily practice. Dr. Glenn Vo and Dr. Vinh Nguyen's podcast has hit number one on iTunes on multiple occasions.

Glenn Vo continues to run a multi-million-dollar family practice with his wife, Susan Tran, in Denton, Texas, which is just a little bit north of Dallas. They are the proud parents of two awesome kids, Kylie and Jackson.

Glenn, again, welcome to the Dentist Freedom Blueprint Podcast. I want to just jump right in and ask you a little bit about how did this idea for saving money ... Again, saving money's a Google thing. We all know we should save money and be thrifty, using part of the words of your group, Nifty Thrifty, but how did you decide to develop into something where you could help other dentists with what you'd already figured was a good thing to do, negotiating discounts?

Dr. Glenn Vo: It's one of those things, I always say the best ideas are the ones that you just fall into, you just accidentally stumble on to it. And this is the perfect example of that. I actually created a buy/sell group to sell some extra dental equipment I had in my practice that is just collecting dust. My wife's like, "Get rid of this stuff. This stuff is taking up too much space. Please get rid of it."

I created the group, and then what ended up happening was that in the buy/sell group, people kept on asking me for advice, like, "Hey, how did you do this to save some money?" Then I started answering it. Then I had different

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vendors come in. They're just like, "Hey, Dr. Vo, we want to sell some of our items in this buy/sell group." And I would tell them, "This is meant for doctors to sell their items." They're like, "Well, what can we do? We want to get in?" I was like, "Okay, how about you offer a discount, and I'll let you in?"

What ended up happening was it just started growing. And I thought, "I need to create a group for this." And that's actually how the Nifty Thrifty Dentist Facebook group started. Another influencer is Dr. Anissa Holmes. I was going through her coaching program at that time. And she actually told me ... The great thing about Anissa, she's a very good strategizer. And that's why we clicked. We see something, we're like, "Hey, why don't you try doing this?"

So she's like, "Why don't you try to get some more deals for everybody and maybe you can get a deal for yourself and help other people out." That's how we created the Nifty Thrifty Dentist. And from there, I will tell you what, in the beginning it was kind of hard because I would go to companies, I would say, "How about you give this discount to my group of 2,000 people?" And they would literally just hang up on me, like, "Okay, we don't want to deal with you."

The funny thing is is now that we're 12,000 members strong, those same people are coming back, saying, "We would love to do a deal with you guys." And it's just amazing the power of having dentists come together and really working together, because my goal is really to change the mindset of how dentists do business, really change the mindset of how these companies do business. They understand that if they can market to the group of

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12,000 dental professionals, give a discount, that's almost like free ... That's essentially free advertising.

David Phelps: It is, yeah. No, that's really good. And you're right. You have to reach a certain leverage point with numbers because business is about numbers. And when you take an idea from inception, like you did, and you realize there's something here, but it takes that perseverance to push it through, right? It's like pushing a rock up a hill, right, Glenn? So you're going, "I know this is good, I know what's good." You're pushing, pushing, pushing, and finally you hit that tipping point, like Malcolm Gladwell's book "The Tipping Point."

You hit that tipping point where now the vendors, the suppliers, they want to be part of your group because now they know, as you said, you are really doing marketing for them. You're bringing them a group of clients, customers, this case dentists, many of whom will want their product or equipment, supplies, whatever. And now you've created an audience for them. And if they're good suppliers, good vendors, they're going to get good business, and so doing you pass on the savings to your group of dentists.

Dr. Glenn Vo: Absolutely.

David Phelps: So it's a scalability situation. And also I think it's really apropos because we know that the consolidation in dentistry, so much corporate DSOs out there, we know with managed care, reimbursements being scrunched down or many doctors who still find the need, and many do obviously, to take assignment, that you've gotta find a way to offset that. So for the solo dentist or small dentist practice, like two dentists or small, there's not any real

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leverage buying power out there much, is there, other than really what you've done here in this case?

Dr. Glenn Vo: Yeah, absolutely. And there's certain other groups as well that they will charge a certain amount to become part of their group purchasing organization. And what I wanted to do was I wanted to just create a group where we can leverage our members to get these deals but also share tips and mastermind with each other ways to save money in a dental practice, because let's face it, most dentists come out of school, they don't know much about business. Okay? They don't know much about a budget and all these different things.

So a lot of times, they just go to their rep and they say, "Let me ask my rep and let's see what they have to think." We understand how the reps work here. Now there's some good reps out there. But a lot of times, you really need the advice and the experience of other members who's been through it. And that's actually a big theme of 2017 for me, because before 2017, I was like most dentists. Most dentists, we have a big ego. We figure we can do things ourselves, figure it out ourselves.

And I had that same mentality. And I will say this. It is the dumbest mentality to have. And it wasn't until this year where I really sought out mentors, really sought out coaches, people who've been there already, who have done it already, and learned from them. And that's actually ... So Nifty Thrifty Dentist, it's actually setting the stage. That's my gift to them, not only just saving money, but really instilling that mindset that you're not out there alone. You don't have to do it alone. You don't know everything. If you know everything, you're in the wrong room. You need go to a different room.



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David Phelps: Right.

Dr. Glenn Vo: So I'll tell you what, that's a secondary thing that's happened that these people really decided that they want to go out and really seek mentors and coaches. And that's kind of one of my goals as well because that's helped me out, too. And it's all about helping others out.

David Phelps: You're leading by example, Glenn, for sure. And I will say that I was, in many ways, same way as we're talking about rank-and-file dentists. Let's face it, all of us who graduate dental school and took the boards and got licensed, we didn't have to be the most brilliant people, but we had to be smart enough to pass a lot of very extensive testing, correct? And we had to have perseverance for sure because you can't just be a quitter.

So there's some character traits that are there that says we're built to be the rugged individual. It's kind of John Wayne style, right? We all think, "John Wayne, put him on a pedestal. Man, that's the guy I want to be," especially as a guy. That's a guy's guy. So John Wayne, would have ever look around for help? Not typically. But you're so right. Trying to run your life that way and run solo, even though that's a good characteristic to be willing to get in there and have a work ethic, it's not the quickest way to get to goals, is it?

Dr. Glenn Vo: Absolutely.

David Phelps: Hopefully most people, you learn at some point, the earlier you learn it in life and realize that none of us can be great at everything. We all have strengths and things we can focus on that we're really perhaps good at. And there's also areas that we're weak. And I think you probably believe what I believe, but I believe that we

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should focus on our strengths, and then find other people around us to support the areas where we're weaker.

If we try to be all things, we just become a jack of all trades, and there's really, then you become average and mediocre. And I don't think any of us aspire to do all the work we did to get where we are to be average or mediocre. We want to have lives that we feel proud of that we can support our families but still have that balance.

So you're definitely leading by example in doing that. Talk to me a little bit about cost versus investment. Again, I'm talking just for a second here about what you said about mentors and coaches. A lot of people would say, "How much is it? What's my cost to go to a CE course, or what's my cost to get a coach? What's my cost to do this or that? Sounds good, Glenn, but there's a cost to it. And I've got all this other stuff I gotta put my money on." How do you help people figure out what's right for them? How would you do it?

Again, there's great stuff out there all over. How would you tell younger dentists right now saying, "Okay, Glenn, what should I do?" How do you help them with that?

Dr. Glenn Vo: The biggest thing I will say this, and that's the big problem that younger dentists have. They think they have all the time in the world. And the biggest cost for anybody is time. People always paying to get their time back. Think about as far as having your assistants, delegating to your assistants so they can do these different things, having your staff train. You're essentially buying your time back.

So what I would rephrase that question to, to someone who's asking about as far as coaches go, I would ask them, "How much time do you have? If you have an

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infinite amount of years, then, yes. But you don't." So at the end of the day, that time is more valuable than money. But as far as picking the right coach, obviously track record is the biggest thing there. There's a lot of coaches out there. There's a lot of consultants. And leaning on your peers, talking to other people, but also finding the right match, too.

Dr. Anissa Holmes is a great coach for me. You're a great coach for me. But you guys might not be a good coach for somebody else. And it really has to do with how you're aligned if you mesh together. So those are the big things that I would suggest to younger dentists. But as far as investing money, time is the most valuable resource we have. You can't get that back.

David Phelps: You can't get it back. So anything that we can do in our lives to better leverage our time, in this case you're talking about working with people who've already created a pathway. You might be having somebody be in charge of saving money through Nifty Thrifty, whatever it is, but you're leveraging in a way. And that gets you closer to your goals. And your goals, and I think what you said earlier, I read about your breakthrough this last year was finding your reason why.

And that's really important, too, Glenn, because again, and I'll go back and just talk about myself, you can speak for yourself, but when I finally graduated dental school and got into practice, certainly there's some debt to pay back. I know there's more debt today than it ever was before for a lot of young graduates. There's debt to be paid back. It becomes very financially focused, right? And there's a reason for that. You gotta pay debt back. You

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may be starting a family and a practice or working, and you gotta do that.

But at some point, we've gotta get beyond the money thing. Money's gotta be there all day long, but we have to pay attention to what you call your reason why. Could you talk a little bit about reason why and why that created a breakthrough for you this year?

Dr. Glenn Vo: Yeah, absolutely. Obviously everyone's goal is to do well financially, take care of their family. But there has to be a higher reason for why you want to do what you want to do. If it's to get a paycheck, it's to take care of your family, if your why is to take care of your family, to raise them to be really responsible people, that is great. Everyone has their why.

Mine was mentoring and helping other dentists. That is something that I'm very passionate about. And when you find your why, everything that you do, as far as work goes, it's not really work anymore. And that's something that actually Dr. Anissa Holmes, she asked me. She's like, "Okay, your practice is doing really well. So what's next?" I asked her, "What do you mean, what's next?" "Well, what's next? You said you wanted to make X amount of money this year. Okay, you're doing that. You said you wanted to do these other things. You wanted to create this Facebook ... You wanted to do all these things. So what's next? What's your why?"

When I thought about it, when I told her, "Well, I enjoy helping other dentists." To me, I live by this philosophy, generosity begets generosity, like attracts like. If you are generous to people, it encourages them to become generous. It attracts people who are generous. And to

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me, that is the type of world I want to live in, where we're always helping each other. So that's kind of how I found my why.

So what I advise other dentists, other younger dentists is really figure out what you want to do. What is your why? What is your passion? If it's practicing dentistry, becoming the best dentist that you can be, that's great. If you want to teach other dentists how to do implants or something, that's great. But just figure that out, and everything will line in, fall into place.

David Phelps: Figure that out, too, Glenn, I think I would say is sometimes a little bit perplexing to some people. And I think your story about how you had somebody, in this case Anissa Holmes, ask you specifically, "Glenn, what's next?" And you hadn't even gone there in your own mind. You thought, "My practice is doing pretty well. It's doing better than it was last year, and I'm meeting my financial needs." And she kind of put a question to you, right? Because again, she someone had gone down the road.

And I think that connection with other people, whether it's mentors, coaches, or just being someone who in your case has created connectivity through Nifty Thrifty, it's the other people in our lives who bring perspective and questions make us think. I love to be around people who make me think. You do, too, because when people make you think, they ask you those kind of questions that maybe sometimes we just fail to ask ourselves, right?

In this case, it prompted you to dig deeper into yourself and develop your reason why. And that catapulted you to really focusing on that and now really zeroing in on what that means for you.

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Dr. Glenn Vo: I just wanted to add on to that. Obviously, David, your why is with the Freedom Founders, your special power is real estate and really teaching it to us, really dumbing it down to people like me who really don't understand it and really helping each other with that. And with Nifty Thrifty, helping dentists save money, thinking outside of the box, thinking of ways to save money, that is kind of my special ability.

So what I want to do for other dentists is help them think outside of the box. So some of the presentations I've given, I'd always start off with this little story. I have this image of a Cup O' Noodles. I'm sure you had Cup O' Noodles before at one time.

David Phelps: Sure.

Dr. Glenn Vo: When I was in college, I had to eat that thing all the time. To this day, I cannot eat it. I'll look at it. I cannot eat it. And the reason being is because as a college student, I knew how to be nifty and thrifty, being able to stretch my dollar because I was a poor college student, and sometimes it meant eating ramen noodles, but it is a reminder for me that sometimes you need to be able to be smart with your money to really stretch it out.

Another thing I talked to some dental students recently about, I tell them that when they get out of school, they have to adopt this thing called the startup mentality. They're like, "What do you mean by that?" When you start up a dental practice, you only have X amount of money from the bank. They don't give you a blank check. They're like, "Here's \$300,000. This is going to go to the contractor. This is going to go to the supply guy, equipment guy." And then you have about \$70,000 of

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working capital. That's it. If you burn through that, then the repo man's going to come and they're going to get their money back.

So what do you do during the startup mentality? You think outside of the box to market. You think outside of the box to get patients in. But what happens is as we grow in our practice, and we do really well, what happens? We lose that startup mentality. You lose that edge. You lose that hunger. So what I really advise people who have been in practice for a while, you really need to adopt, re-adopt that startup mentality because every year you need to assess what you're paying for your supplies. You need to reassess what you're spending on different advertising. Are you tracking those things?

It's not a blank check. Obviously you can see, I'm really passionate about that. I think that people really need to understand that they don't have a blank check. And they really need to be smart with their money and saving money. And that's what the group's all about. We all help each other out and negotiate some discounts along the way. And sometimes I can get those discounts, too. It's a win-win for everybody.

David Phelps: Yeah, super. You're so right. I think we can get lazy. We can become complacent in our lives when things get to a certain level and we haven't reached all our goals, but we just kind of get there, and you're right, we have to maintain that mentality of a startup and always be pushing ourselves. And the accountability from being a part of a group like Nifty Thrifty also helps with that because you may have forgotten something that you used to do or maybe you did when you were a startup. And someone will mention something and, bam, you go, "God,

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what, how did I let that go? I dropped that. And that was a good habit for me to be in, and I dropped that."

So you go back and pick it back up. Again, that's where that connectivity I think is so important for all of us because we do forget or we get comfortable. Glenn, you and Susan have been in practice about 10 years?

Dr. Glenn Vo: Yeah. I've been in practice for about 10 years. Susan has been in practice for 11 years. We met in Baylor College of Dentistry, your alma mater.

David Phelps: Yes.

Dr. Glenn Vo: It worked out great because she was a year ahead. I got all her notes. So that helped out a lot. And I got all her old tests.

David Phelps: Oh boy.

Dr. Glenn Vo: And my fourth year, when I was in there doing labs, waxing up my crown, Susan was working already as an associate. She'd come in and say, "Are you going to take me out this weekend?" I was like, "Honey, I really would, but I gotta wax up this crown." And she was like, "You know what, just move over here. Let me help you out." It worked out great.

But I'll tell you what, I'm paying for it now.

David Phelps: I was going ask you if there's a come-around effect on that. Okay.

Dr. Glenn Vo: Yeah, absolutely. We have a practice up in Denton, Texas. We practice together. It's a great setup because our goal has always been to be able to have time for our family. So anytime that there's a volunteer opportunity at

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Kylie's school, she's there. She's like, "Let me move everyone to your schedule." If I have to go out of town for an event or something, she covers for me. So it works out great. And that's what it's all about, finding the right practice for you. So we're really happy with our practice.

David Phelps: Did you two do a startup, or did you acquire an existing practice? Tell us a little bit about that.

Dr. Glenn Vo: Yeah. We actually did a startup. And what happened was one of the things I probably would not suggest to somebody, we actually bought our house before we opened up our practice. So the area we end up buying a house at, there was a dentist on every corner. So we had to really do some demographic search. And we settled on Denton. And the reason being is because it was a college town. So we were always getting a influx of new patients.

So we took that in consideration. And a lot of times, people will say, "Why do you want to market to college students?" I tell them, "You know what, it's not like when we were going to college where we had to pay for everything ourselves. Kids nowadays, parents pay for everything." So it works out really great.

So, yeah, we did a startup. If I had to do it all over again, I would. That's just in my mentality. I really like to build something myself and really take some risks. I'm a risk-taker. So that was somewhat a risk there, but a startup, you have to have a certain mentality. You have to be somewhat of a risk-taker. You have to understand that if you don't do your due diligence, it could blow up in your face, as opposed to buying a practice established. You already have a cash flow. So it's not for everyone, but we're glad that we did that.

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David Phelps: Now I think you did something pretty smart that maybe not a lot of younger graduates would do. But I think I recall you telling me that you jumped out after you graduated and worked for a corporate clinic for a while-

Dr. Glenn Vo: Yes.

David Phelps: ... just because you wanted to obviously get your speed up, which is important for any new graduate, and your speed is just not there. And also you wanted to see, could you learn some of the business aspects that we don't learn at dental school? Talk a little bit about that. How long did you do that, and would you do that again today if you were to do it over again?

Dr. Glenn Vo: To answer your last question, I would in a heartbeat do the same thing again. Now was it the easiest way to do things? No, it wasn't. But sometimes you have to put yourself through that hardship. I worked for a corporate office right off the bat. And the reason being is, like what you just mentioned, I wanted to get faster. I knew that they would load my schedule and really work me and really just squeeze out every ounce of ability out of me. But I knew that going into it.

And the gentleman that recruited me, he's a partner with at least I think they're at over 50 offices now. But he was a very shrewd businessman. And I told him right off the bat when I came on I just want to learn as much as I can from him. "Whatever you want to tell me what not to do, what to do, just share it with me." And he did. He was very gracious. He shared all those things. But I saw on average, gosh, 30 patients a day by myself on average.

David Phelps: Wow.

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Dr. Glenn Vo: And my record to this day, the most patients I've ever seen by myself was 60.

David Phelps: 60, six-oh?

Dr. Glenn Vo: Six-zero.

David Phelps: Wow.

Dr. Glenn Vo: I walked into the practice and another doctor called in sick. My boss was like, "Hey, do you think you can handle this?" I was like, "Doc, I'll do it. I'm a team player. Just let's do it." I dropped my bag down. I worked, and I did not stop until I was walking out the door.

David Phelps: Oh my gosh.

Dr. Glenn Vo: I don't think I ate, I don't think I drank anything. I just worked. Now I did tell him, "Please don't ever do that again to me." But going through that, and it's one of those things is that you don't know ... It's kind of like working out. You don't know how much you can handle until you actually push yourself. And I also learned this is that I knew I didn't want to have my practice like that. So I learned what I wanted in my practice. And it was a great experience. It's a great experience.

If I was in a very comfortable associateship where I saw maybe five patients a day, I probably wouldn't have gotten it as fast. I probably wouldn't have learned. And I saw everything. When you see 30 patients day, you see everything, I mean every single thing. So to me, I saw it as CE, paid CE. But would I open a practice like that? Absolutely not. No way. But they do well. Their business model works well.

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And at the end of the day, you need to figure out what your business model is. If it's a fee-for-service style, high quality, then you need to do that 100%. If you want a Medicaid mill, 100%. If you want to do PPO, 100%. You just gotta understand how ... Every practice is different. You gotta know how it works. That's my advice for new grads, too.

David Phelps: Yeah. I think that experience that you got, I agree with you. If I were to start over today, whether it was dentistry or anything else, I would go and work longer, harder hours. If it was somebody that, as you said, could be a good mentor, someone who had already gone down and created a good business where you could learn and would share that with you, share that, then I think it's so worth it to do that, because as you said, you got a paid extra degree in business of dentistry in that regard.

Glenn, let me finish today with this question. Where do you see yourself, Susan, your family, your practice in say let's go out five years? Where do you want to be in five years? What does that look like for you?

Dr. Glenn Vo: David, I'm going to put you on the spot actually.

David Phelps: You're putting me on the spot, okay.

Dr. Glenn Vo: Yeah, I'm going to put you on the spot.

David Phelps: Okay.

Dr. Glenn Vo: Actually at the last meeting, we went through the blueprint, and there was a seven-year plan. I looked at my wife, I said, "It's going to be a five-year plan for us."

David Phelps: There you go.

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Dr. Glenn Vo: I looked at her, I said, "It's going to be five-year plan." Then she said, "What, you're going to retire? "No, no, no. I'm just going to practice dentistry the way I want," because I have so many other interests. Now I'm doing a little coaching, speaking, and whatnot. I want to make more of a impact. But I still want to have my hand on a hand piece at least one or two days a week.

So as far as the future goes, our goal is really to really grow our practice into not just a general dental practice, but a multi-specialty practice. That's the next goal. So we already have a periodontist that comes in once a month. I just had a coffee with him the other day. He said he loves my philosophy. He's part of the Nifty Thrifty group as well. He loves my philosophy. He loves the fact that I'm helping other dentists.

And I looked at him and said, "Then my goal is to have you work at my office a lot more. In fact, my goal is to keep you at my practice." And he was completely fine with that. So we really want to bring all the other specials under the same roof so we can give the quality of care, same high quality of care under the same roof. They don't have to go anywhere to see any specialists. That's our goal to grow our practice in Denton.

Then that's, then on the flip side, really getting the financial freedom within five years. The blueprint's seven. I looked at my wife, said, "It's going to be five for us."

David Phelps: Make it five. Good for you. I always tell people you've gotta have that vision. You've gotta see it, visualize it. You've gotta have certain metrics that you can place on it. And when you do that, then yeah, you reverse engineer. Glenn, I'll just have to say to you, as a compliment to you

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and to Susan, but you both are very strong leaders, and I know you have a vision together. That's so important. I think one of the most important things that any young person can do is pick the right partner in life.

It seems to me that you and Susan both mutually did that. That's a big step in the right direction right there. And I just want to congratulate you on that.

Dr. Glenn Vo: Thank you, David. And to add to that, I did tell my wife as well that getting more freedom is freedom for ourselves. And I told her that, "Yes, we work together, and I see you at lunch, but I'd like to cut down a day so that we could spend an extra day together, really invest in our relationship," because like I said, I've seen how things are if you don't nurture that.

So thank you for inspiring me as well, because before, I want to plug Freedom Founders here, before I joined, I didn't really have a plan as far as financial freedom. My plan was just to work until I guess when my kids get out of college. That was my plan. I thought that was the only plan. But going back to what I said as far as having mentors and having coaches, if I didn't join Freedom Founders, I wouldn't know that.

And a lot of people, they still have that mentality. They'll just figure it out. "Yeah, I'm just going to put some money in my SEP IRA, and I'm just going to figure it out. I'm just going to wing it when I get there. Well, when you wing it and 30 years go by, you lost all that time and you're still working, to me, that's just kind of a foolhardy mentality.

So thank you, David.

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David Phelps: It's a pleasure, Glenn. You're so right. Time goes by so much faster than we think it will. We always think when we're younger, time is infinite. You can look up one day, and all of a sudden you can be 60 or 65 years old and go, "Where did it all go?" So good for you for being so intentional about what you're doing, I guess the key to everything in our lives.

Dr. Glenn Vo, Nifty Thrifty Dentist. Look him up on Facebook group and also on the podcast. Glenn's a lot of fun. Besides being a leader, have a lot of fun. Entertainment's gotta be part of what we do in life. Gotta laugh a little bit once in a while, too. Absolutely.

All right. Take care, Glenn. I'll talk to you soon.

Dr. Glenn Vo: Thank you, David. I appreciate it.

You've been listening to another episode of the *Dentist Freedom Blueprint* podcast with David Phelps. The place to be to create your freedom lifestyle with more time off, security and peace of mind. Please subscribe, download the podcast, and share it with others who want to create real freedom in their lives and practices.