



Dr. Christ Theodorou DMD, MBA

CEO | COO | Healthcare Leader

I am a healthcare leader, business strategist, and dental entrepreneur with over 30 years of experience in multi-clinic operations, mergers & acquisitions, and strategic business growth. I hold a Doctor of Medicine in Dentistry (DMD) from Tufts University and an MBA.

Throughout my career, I have built, scaled, and successfully exited multiple million-dollar healthcare practices. My expertise spans business acquisitions, operational restructuring, organisational development (OD), and revenue optimisation, with a strong focus on AI-driven patient engagement, digital transformation, and multi-site healthcare expansion.

Healthcare Business Leadership & Strategy
P&L Management & Financial Strategy
Strategic Business Growth & Expansion
Corporate Leadership & Team Development
Branding, Marketing & Patient Acquisition

Multi-Clinic Operations
Mergers & Acquisitions (M&A)
Strategic Growth & Expansion
Franchise Development & Expansion
Technology & Digital Transformation



American



UAE Investors Visa



+971 58 5566 469



info@christdmd.com



Dubai, UAE.



Video CV

LinkedIn



Resume Website

Career Overview:



Managing Director | Chief Executive Officer (CEO) | Founder

[Strongsville Dental & Laser Aesthetics](#)

| Ohio, USA | 2014 - Present

Regional Director | Multi-Location Dental Practice & Business Portfolio

[Theodorou Dental Group LLC](#)

| USA | 2006 - 2018

Managing Director | Founder

[Bayside Family Dentistry](#) | Multi-Specialty Dental Practice

| USA | 2002 - 2006

Chief Dental Practitioner | Lead Dentist

[DentalWorks](#) | 140-Location Dental Practice Group

| USA | 2000 - 2002

Founder | Solo Practitioner

[Christ B. Theodorou DMD](#) | Private Dental Practice

| Greece | 1995 - 1999

Education, Certifications & Professional Affiliations:

MBA | Master of Business Administration

Case Western Reserve University

| USA | 2025

DMD | Doctor of Medicine in Dentistry

Tufts University

| USA | 2000

Certification | Licenses

Dubai Healthcare Authority | GCC, UAE

DHA license

Invisalign Orthodontics Certification

| USA | 2023

Botox & Dermal Filler Certification

| USA | 2018

Advanced Training in Implant Dentistry

| USA | 2017

Laser Dentistry Certification

| USA | 2016

Sedation Dentistry Certification

| USA | 2015

OSHA & HIPAA Compliance Training

| USA | Annual

Affiliations

American Dental Association

(ADA)

Ohio Dental Association

(ODA)

Academy of General Dentistry

(AGD)

American Academy of Cosmetic Dentistry

(AACD)

American Academy of Facial Aesthetics

(AAFE)

Chief Operating Officer (COO) | General Manager | Director of Mergers & Acquisitions (M&A)

Regional Director – Dental or Healthcare Franchise Expansion

Chief Business Development Officer (CBDO) | Executive Director – (OD) | Managing Director

SKILLS

- Business Acquisitions
- Organisational Development & Restructuring
- Operations Management
- Strategic Leadership
- P & L | ROI | Forecasting
- PR & Branding
- Change Management
- Business Development
- Startup Expertise
- Cultural Adaptability
- Stakeholder Engagement
- Market Analysis
- Market Research

PERSONAL INFO

Marital Status: Married
Children: 2
Dependents: 0
Age: 55
Driving License: Yes

LANGUAGES

English & Greek - Native

Hobbies:

Reading Books, Cooking, Travelling, Personal Development

Managing Director | Chief Executive Officer (CEO) | Founder

| Ohio, USA | 2014-Present

Strongsville Dental & Laser Aesthetics | (Acquired by Heartland Dental Affiliation, Nov 2021)

About: Multi-Specialty Dental & Aesthetics Practice
Company Size: 15 employees
Team Size: 9 clinical, 6 administrative staff
Company Revenue: AED 9.18 million (\$2.5 million) annual turnover
Reporting to: Regional Managing Director, Heartland Dental Affiliation

- **Business Leadership & Strategic Growth:** Scaled operations, expanded service offerings, and implemented a long-term strategic vision.
- **P&L & Financial Management:** Managed revenue forecasting, budgeting, and financial reporting, achieving 40% revenue growth.
- **Mergers & Acquisitions:** Led the successful sale of the practice, increasing valuation by 210% before acquisition.
- **Brand & Marketing Strategy:** Developed and executed high-impact digital marketing and public relations campaigns, securing national media exposure.
- **Operational Efficiency & Compliance:** Reduced accounts receivable cycle from 75 to 30 days, ensuring OSHA, HIPAA, and EPA compliance.
- **Service Diversification & Market Expansion:** Introduced new high-revenue services including Botox, laser aesthetics, and Invisalign, increasing high-value patient conversions by 30%.
- **Talent Development & Team Leadership:** Designed leadership training programs, reducing employee turnover by 40% and expanding the team by 35%.

STRATEGIC IMPLEMENTATIONS & BUSINESS INNOVATIONS:

First Dental Practice in Ohio to Implement Therapy Dogs

- Transformed patient experience from dental phobia to relaxed, comfortable care.
- 4+ weekly appointments booked solely for therapy dog sessions, attracting senior patients.
- Generated regional & national media coverage, boosting brand awareness & patient loyalty.

AI-Driven Business Transformation

- Automated Patient Scheduling & CRM → Reduced no-show rates by 25%.
- Optimized workflow automation → Increased staff efficiency & operational accuracy.

Patient Referral & Retention System

- Launched a structured referral program, leading to a 25% increase in new patient acquisitions.
- Implemented direct email marketing campaigns, boosting patient engagement and retention.
- Executed targeted postcard mailings, resulting in a 15% increase in return visits from inactive patients.

Periodontal Health Department

- Expanded preventive dental services, growing hygiene department and subsequently revenue.
- Eliminated supervised neglect by implementing structured preventative treatment protocols.

Operational Efficiency Enhancements

- Implemented an inter-office communication system, enhancing workflow efficiency & collaboration.
- Reduced operational bottlenecks, ensuring seamless coordination across clinical & administrative teams.

Sterilization & Compliance Overhaul

- Appointed Sterilization Specialist, ensuring 100% OSHA & HIPAA compliance.
- Introduced date-stamp sterilization tracking to enhance safety standards.

Hired a Full-Time PR Specialist

- Developed & managed PR campaigns, securing national media coverage in WKYC-TV, Fox 8, Spectrum News 1, and Cleveland Magazine.
- Strengthened brand positioning & patient trust, increasing high-net-worth patient acquisition by 20%.

Key Achievements:

- **AED 3.6 million (40%) increase in annual revenue** through strategic service diversification, digital transformation, and operational restructuring.
- **210% ROI on practice acquisition and sale**, leveraging business valuation strategies and M&A expertise.
- **18% operational cost savings** by implementing financial restructuring and renegotiating vendor contracts.
- **25% reduction in patient no-shows** through AI-driven scheduling and CRM system integration.
- **40% reduction in staff turnover** by implementing OD-driven leadership training programs and restructuring job roles.
- **National media exposure** in WKYC-TV, Fox 8, Spectrum News 1, and Cleveland Magazine, enhancing brand credibility and market positioning.

Reporting to:	Founder & Owner
Company Size:	Scaled from single-location to three high-performing clinics , growing from 7 to 34+ employees
Team Size:	22 clinical, 12 administrative staff across 3 locations
Company Revenue:	AED 17.6 million (\$4.8 million) annual turnover (10% CAGR)
Patient Count:	7,500 active patients (25,000 on database)

- **Mergers & Acquisitions (M&A) Expertise** – Acquired and scaled three healthcare clinics, achieving profitability within three years at each location. Led full-cycle business restructuring, increasing valuation by 233% before successful exits.
- **Operational Efficiency & OD-Driven Transformation** – Redesigned workflow systems, implemented automation, and optimized patient scheduling, increasing efficiency by 30%. Expanded facilities, acquired real estate, and integrated digital transformation strategies.
- **Healthcare Expansion & Corporate Partnerships** – Developed regional market penetration strategies, securing partnerships with healthcare networks & insurance providers to increase patient acquisition by 40%.
- **Private Equity & Investment-Backed Expansion** – Strategized financial growth for multi-location practices, aligning with private equity-backed healthcare acquisition models in the UAE.
- **P&L & Financial Oversight** – Managed multi-site financial performance, revenue forecasting, and expense optimization, ensuring sustainable profitability across all locations.

STRATEGIC IMPLEMENTATIONS & BUSINESS INNOVATIONS

- ✓ **Multi-Unit Business Expansion & Market Growth**
 - Led the expansion of a single practice into a regional healthcare brand with multiple clinics.
 - Established franchise-style operational models, positioning the brand for long-term scalability.
- ✓ **AI-Powered Technology Integration & Digital Transformation**
 - Automated patient scheduling & AI-driven CRM → Reduced patient no-show rates by 22%.
 - Implemented paperless office systems, transitioning from manual records to full digital integration, optimizing workflow.
- ✓ **Scaling Insurance Provider Networks**
 - Negotiated and secured preferred provider status with major insurance networks, increasing patient volume and clinic revenue by 40%.
- ✓ **Corporate Branding & Market Positioning**
 - Rebranded & repositioned clinics for high-end clientele, increasing brand equity and revenue.
 - Designed and executed targeted digital marketing strategies, driving 40–50 new patient acquisitions per month.
- ✓ **AI-Powered Performance Analytics & KPI-Driven Leadership**
 - Developed a structured KPI system, improving team efficiency by 28%.
 - Created leadership training programs, reducing staff turnover by 28% and enhancing service standards.
- ✓ **Operational Compliance & Risk Mitigation**
 - Maintained 100% compliance with OSHA, HIPAA, and state healthcare regulations across all locations.
 - Developed risk mitigation strategies, ensuring business continuity & crisis management protocols.

KEY ACHIEVEMENTS

- **233% increase in business valuation** before successful exits, leveraging M&A expertise and financial restructuring.
- **15% reduction in operational costs**, optimizing expenses and renegotiating vendor contracts.
- **22% decrease in appointment cancellations** via AI-powered patient engagement & automated scheduling.
- **40% increase in patient volume**, secured by expanding insurance provider networks & direct corporate partnerships.
- **28% improvement in staff efficiency & retention**, implementing structured leadership training programs and OD-driven workforce restructuring.

Company Size:	Scaled and grew from a 6-person team to 25 employees.
Team Size:	19 clinical, 6 administrative staff
Company Revenue:	AED 14 million (\$3.8 million) annual turnover (10% CAGR)
Growth Trajectory:	Merged two clinics, scaled patient acquisition by 95%, and exited successfully at a high valuation

BUSINESS GROWTH, EXPANSION & M&A STRATEGY

- **Acquired & restructured an underperforming healthcare practice**, executing a turnaround plan that doubled patient volume and revenue.
- **M&A - Led a two-practice merger**, consolidating operations into a single high-performing facility, reducing overhead costs while scaling revenue streams.
- **Developed multi-site expansion blueprints**, positioning the business for franchise scalability & private equity investment.
- **Increased valuation through financial restructuring**, optimizing P&L, reducing operational inefficiencies, and achieving a high-ROI business sale.

OPERATIONAL & FINANCIAL STRATEGY

- **Financial Oversight & P&L Management**
- **Organisational Development & Workforce Expansion**
- **Infrastructure Expansion & Technology Modernization**
- **Vendor & Contract Negotiation**

STRATEGIC IMPLEMENTATIONS & BUSINESS INNOVATIONS

- ✓ **Market Expansion & Insurance Provider Partnerships**
 - Secured 15+ insurance provider affiliations, becoming a preferred provider and increasing new patient volume by 95%.
 - Expanded service offerings into corporate wellness networks, establishing B2B partnerships with insurers and large employers.
- ✓ **Technology Integration & Digital Transformation**
 - Implemented electronic medical records (EMR) & CRM, streamlining operations and improving data-driven decision-making.
 - Automated scheduling & workflow systems, resulting in a 35% efficiency boost and reduced administrative errors.
- ✓ **Revenue Diversification & Business Model Innovation**
 - Introduced high-value service lines, including aesthetic, sedation, and advanced dental procedures, increasing revenue per patient visit.
 - Launched a real estate investment arm, acquiring and renovating commercial properties, further strengthening asset valuation and revenue streams.
- ✓ **Brand Development & Marketing Strategy**
 - Implemented marketing campaigns & referral systems, increasing new patient acquisitions by 25% per month.
 - Strengthened corporate branding and public relations, positioning the business for high-net-worth clientele and investor attention.
- ✓ **Compliance, Risk Mitigation & Regulatory Excellence**
 - Achieved 100% compliance with OSHA, HIPAA, and federal healthcare regulations, ensuring a risk-free operating environment.
 - Designed and enforced safety protocols & operational guidelines, maintaining a zero-violation track record throughout ownership.

KEY ACHIEVEMENTS

- **233% increase in business valuation** before executing a high-ROI exit strategy.
- **20% YoY revenue growth**, leveraging financial restructuring & market expansion initiatives.
- **95% increase in patient acquisition**, becoming a preferred provider for multiple insurance networks.
- **35% operational efficiency boost**, implementing digital workflows & patient engagement tools.
- **Successfully led M&A consolidation**, transforming two underperforming practices into a high-revenue enterprise.

DentalWorks | 140-Location Dental Practice Group

Reporting to:	Practice Owner
Company Size:	50+ employees across multiple locations
Team Size:	Led a 10-person team (7 clinical, 3 administrative staff)
Company Revenue:	AED 18.3 million (\$5+ million) annual turnover across locations
Growth Trajectory:	Drove a 15% revenue increase through patient retention & treatment acceptance strategies

OPERATIONAL LEADERSHIP & BUSINESS GROWTH

- **Revenue & Production Optimization** – Maintained a high-volume patient schedule, optimizing operational efficiency to increase practice revenue by 15%.
- **Patient Experience & Brand Standardization** – Designed and implemented a revolutionary patient experience model, later adopted company-wide across all locations, skyrocketing new patient acquisitions.
- **Practice Growth & Expansion Strategy** – Led the renovation and modernization of the assigned location, resulting in increased production, enhanced patient satisfaction, and improved case acceptance rates.
- **Strategic Treatment Planning & Case Presentation** – Developed a structured patient education & consultation model, increasing treatment acceptance by 35%.
- **Multidisciplinary Team Leadership** – Led a 10-person clinical and administrative team, working alongside oral surgeons, orthodontists, and prosthodontists to streamline patient care workflows.

OPERATIONAL & FINANCIAL STRATEGY

- ✓ **Financial Oversight & P&L Management** – Managed budgeting, forecasting, and cost control, ensuring sustainable profitability and 20% revenue growth.
- ✓ **Organisational Development & Workforce Expansion** – Grew staff from 6 to 25 employees, implementing structured training programs & leadership development to improve performance.

Infrastructure Expansion & Technology Modernization – Designed & constructed a state-of-the-art 10-chair facility, increasing patient capacity and workflow efficiency.

Vendor & Contract Negotiation – Secured cost-effective agreements with medical suppliers & service providers, improving quality while reducing procurement expenses.

KEY ACHIEVEMENTS

- **Top patient-provider for 20+ consecutive months**, exceeding revenue & patient care targets.
- **15% overall revenue increase** at the assigned location by streamlining operations & optimizing case acceptance.
- **35% increase in treatment acceptance rates**, leading to higher revenue per patient visit.
- **98%+ patient retention rate**, reinforcing brand reputation & patient loyalty.
- **20% improvement in workflow efficiency**, optimizing scheduling & procedural time management.

Christ B. Theodorou DMD | Private Dental Practice

Company Size:	5 employees
Team Size:	Grew from a two-person team to a full staff of five (3 clinical, 2 administrative staff)
Growth Trajectory:	Scaled patient base by 40%, increased treatment acceptance rates by 20%, and streamlined operational costs by 30%

BUSINESS DEVELOPMENT & EXPANSION STRATEGY

- **Founded and successfully operated a full-service private healthcare clinic**, scaling from a new startup to a profitable practice within four years.
- **Patient Experience & Brand Standardization**

STRATEGIC IMPLEMENTATIONS & BUSINESS INNOVATIONS

- ✓ **Market Penetration & Brand Growth**
- ✓ **Financial & Operational Sustainability**
- ✓ **P & L, Budgeting and Forecasting**

KEY ACHIEVEMENTS

- **40% patient base growth** through strategic engagement, referral programs, and market positioning.
- **20% increase in treatment acceptance rates**, leveraging enhanced patient education & transparent treatment planning.

1. Chief Operating Officer (COO) – Multi-Clinic Healthcare or Medical Group

- **Why?** With my proven track record in **multi-clinic expansion, mergers & acquisitions (M&A), financial oversight, and operational efficiency**, I am well-positioned to lead **large-scale healthcare enterprises** in Dubai. My expertise in **organisational restructuring, workforce development, and revenue optimization** aligns with the UAE's demand for **corporate healthcare leadership and private equity-backed expansion strategies**.

2. General Manager – Healthcare, Medical Franchising, or Aesthetic Clinics

- **Why?** Having built and **scaled multiple high-revenue healthcare practices**, I can **lead multi-location business expansions** for **dental groups, cosmetic clinics, or medical wellness centres** in Dubai. My background in **franchise development, branding, and business operations** makes me a strong candidate for **managing and scaling medical networks** across the GCC.

3. Director of Mergers & Acquisitions (M&A) – Private Equity & Healthcare Investment

- **Why?** My expertise in **M&A, due diligence, and financial restructuring** has resulted in a **233% increase in business valuation** and **high-ROI practice exits**. With Dubai's **booming private healthcare investment sector**, I can **lead healthcare acquisitions, practice consolidations, and expansion strategies** for **investment firms, hospital groups, and private healthcare enterprises**.

4. Chief Business Development Officer (CBDO) – Healthcare & Medical Technology

- **Why?** With extensive experience in **market expansion, AI-driven patient engagement, and digital transformation**, I am well-equipped to drive **business growth and technological advancements** in Dubai's **fast-growing health-tech sector**. I can **strategically expand market share, develop key partnerships, and implement cutting-edge innovations** in medical technology.

5. Executive Director – Organisational Development (OD) & Workforce Strategy

- **Why?** Having **scaled healthcare teams from 6 to 34+ employees and reduced turnover by 40%**, I bring deep expertise in **workforce restructuring, talent management, and OD-driven leadership development**. With **Dubai's emphasis on business transformation and human capital optimization**, I am well-suited to **lead OD initiatives in multi-national healthcare and corporate enterprises**.

6. Regional Director – Dental, Aesthetic, or Multi-Specialty Medical Networks

- **Why?** Having **scaled multi-location dental and healthcare businesses**, I can effectively lead **regional market expansion, business restructuring, and revenue optimization** for **large-scale dental and aesthetic clinic networks in Dubai**. My expertise in **corporate governance, compliance, and operational efficiency** aligns well with **healthcare franchising models** in the UAE.

7. Chief Strategy Officer (CSO) – Healthcare & Investment-Backed Ventures

- **Why?** With a **deep understanding of healthcare economics, financial forecasting, and long-term business planning**, I can **develop high-level corporate strategies** for **hospital networks, private equity firms, and government-backed healthcare initiatives**. My ability to **align business goals with market trends** ensures sustainable business success in Dubai's **rapidly growing medical sector**.