

KOERT TAKKUNEN, MBA

Sales & Operations Leadership Executive — Dental & Healthcare

Professional Endorsements

A curated collection of endorsements from colleagues, direct reports, board members, and clients across Koert's career — spanning Nobel Biocare, Pacific Dental Services, Clear Choice Dental Implant Centers, CareCru, KIME, Wetzels Pretzels, and beyond.

NOBEL BIOCARE

“Koert is one of the most impressive leaders that I have had the pleasure of working with. His ongoing success, no matter his position within Nobel Biocare, is proof that success is a function of leadership, and Koert has been a leader in many regards. Koert seeks out innovative approaches to challenge management, whether it's a different way to acquire new business or to seek out creative ways to grow existing relationships. He sees the big picture and is able to use a variety of techniques to exceed expectations. He seeks first to help others before himself; he is honest and has integrity, and not only does he do things right, but he does the right things. Koert is an exceptional leader and exceptional individual.”

Todd Gehrmann — Founder, CEO, Executive Trainer, Focus Training, Inc.

“Koert has demonstrated the ability to succeed in challenging environments. He has risen from a top sales representative in Southern California to one of the top regional managers at Nobel Biocare. Koert has the ability to focus on what matters and not get caught up in the day-to-day minutiae. I have been amazed at Koert's dedication to Nobel Biocare.”

Scott Lauer — Partner, Implant Education Company

“I have known Koert for more than 8 years. Koert is passionate about his profession, going above and beyond what is expected. Not only does he share his vast knowledge, but he fosters continual growth and education in every avenue of practice. Koert comes with my highest recommendation to anyone. He is incredibly self-motivated and is so inspirational in the dental community that his absence in Orange County is still felt today. I should also mention that he is a hell of a hockey player.”

Leif Loberg, DDS — Owner, Loberg Professional Dental Corporation

“Koert has always been a top performer with the desire and willingness to improve upon his already impressive performance. His work ethic is unmatched, and his integrity is unimpeachable. What sets Koert apart from other managers is his ability to carefully listen to each client, employee, or colleague, discover their individual needs, and produce a solution that offers immediate and visible results.”

Dan Hinkle — Sr. VP of Sales and Marketing, AvaDent by Global Dental Science

PACIFIC DENTAL SERVICES

“As a practicing Dental Hygienist at the time, Koert personally interviewed, hired, and developed me to serve as a Specialty Regional Manager supporting his entire region. I can say with direct experience, he knows how to grow and scale profitable businesses in a vast variety of market complexities and needs. Koert's secret sauce is no doubt his out-of-box thinking and investment into the development of people. Because of his masterful abilities and his investment into others, my career today is simply a direct reflection of just one of Koert's most masterfully curated byproducts of his investment. I cannot thank him enough.”

Summer LaMoureaux, RDH — Director of PDS Health Institute & Hygiene Operations, PDS Health

"My mission was to become acquainted with each of PDS's regional partner networks and build a strong working relationship. Koert was one of those partners that simply stood out. On my very first inquiry, Koert was immediately humble, accessible, and relatable — underrated but critical characteristics for a leader. I learned that he is a bold and fearless leader who thinks outside the box and is willing to take chances without being reckless. His innate understanding of his role as culture warrior is apparent in the fierce allies he creates, the results of which are loyalty and performance."

Kathleen Titus — Director of Business Development, Strategic Accounts, Henry Schein

"Koert is a principled and talented executive with great people skills. I enjoyed his willingness to tackle new adventures and his interest in learning the correct way to scale his line of business. He does not shy away from the conversations that need to happen, but leaves participants with a sense that he considered their interests in his decision making."

Kenneth Davis — VP of Dentist Development, Pacific Dental Services

"Koert is a very genuine leader who quickly forms excellent and strong business relationships with his team. They perform at a high level for him. Koert took over a region that had been struggling and turned it into one of the better-performing regions in the company. I would highly recommend Koert to any organization that needs a strong and productive leader to improve their performance quickly."

Kevin Lawton — Regional Partner, Pacific Dental Services

"He always led by example, and his work ethic and dedication to the organization are unparalleled. I am, by far, a better leader having worked under his leadership."

Margaret Domingo — National Field Support Marketing Manager, Pacific Dental Services

"Koert has a unique ability to train, develop, and see talents in people they might not see themselves."

Joe Taylor — Regional Director, Pacific Dental Services

"Koert drives you to the highest levels of success while also caring about you as a person. He constantly challenged me to do more than I thought possible and always recognized my successes, allowing me to build new skills and show additional value to our organization."

Mindy Giffin — Manager, Senior Manager University Relations, Pacific Dental Services

"Koert's positivity and optimism, especially in facing challenges, exudes positive energy that is quite contagious. He is able to clearly relay his thoughts in a way that's easy to understand, and he is able to make tough decisions without having to compromise his moral values. Overall, Koert exudes sincerity as a leader and more so as a person."

Severino Catipon — Regional Director of Finance, Pacific Dental Services

CLEAR CHOICE DENTAL IMPLANT CENTERS

"Koert brings a deep understanding of the market structure in dental and substantive operational guidance on how DSOs operate. His experience as President at ClearChoice, and before that as President at Pacific Dental Services, gives him unique insight into how to create alignment and accountability within an organization — insights he brought directly to CareCru's board."

Jane Levy — CEO, Plan Forward • President, Wits Fund • Board of Directors, CareCru

"Koert Takkunen is a proven sales leader and one of the most sincere, dedicated, and passionate individuals I have ever had the pleasure to work with. If you are looking for someone who combines those traits with a keen and strategic intellect, particularly under challenging circumstances, you will find what you are looking for in Koert."

Kevin Mosher — CEO, Clear Choice Dental Implant Centers

“Koert has been instrumental in helping our business grow. He has been very impactful in creating a culture of passion, grit, and accountability, uniting the doctors in the network and their teams toward a common mission to excel in patient care, employee morale, and operations. Long past our time working together, I still find myself thinking, what would Koert do.”

Fouad Badr — Owner Prosthodontist, Clear Choice Dental Implant Centers

“Koert brought knowledge and skill to the partnership coupled with a heart for both patients and employees, which made him effective and successful. Personally, Koert proved to be a trusted resource for my professional development.”

Michael Forde, DDS, MS — VP of Clinical Affairs and New Center Development, Prosthodontist, Clear Choice Dental Implant Centers

“I have witnessed his leadership impact across three different organizations. His regional team was a perennial top 5 in revenue growth in the country, and number 1 or 2 multiple times. He accomplished this by always focusing on his people and ensuring they were aligned on a vision, purpose, and goals. He developed a strategic plan designed to help each member of the team perform at their full potential.”

Forrest Cottrell — Western Division Development Director, Clear Choice Dental Implant Centers

“Koert has a clear and authentic approach to his leadership style. He leads with a focus on values that include positive accountability and growth. Koert partners with his team to develop each member into a great leader.”

Christy Nguyen — Region Business Director, Clear Choice Dental Implant Centers

“Koert is a visionary and has a comprehensive understanding of the importance of culture, accountability, being ahead of the curve in industry standards, and the importance of recognizing and developing talent. He is a true mentor and is methodical in his process, which delivers consistent results.”

Sheilah Eaton — General Manager, Clear Choice Dental Implant Centers

CARECRU

“Koert has been a great resource to me personally, the Board, and our team. He is very aware of operating principles, which have helped us on the day-to-day, but also very good at communicating, which has helped us strategically. He is communicative, purposeful, and also a really enjoyable person to work around.”

Lonny McLean — Founder and CEO, CareCru

“Koert has been a tremendous asset for the CareCru team and, by extension, the company's shareholders — drawing on his in-depth knowledge of the dental industry, business operations, and strategy as well as his myriad industry relationships. Koert's words and thoughts are always well-considered. He treats others with respect and conducts himself with humility.”

Joel Steinberg — CFO, CareCru

“Not only is his experience in the dental space vast, but his overlap of personal experience rounds out Koert's ability to visualize, understand, guide, and lead with empathy, creating a culture of growth in his wake. I always look forward to our conversations, knowing I leave them better off.”

Terry Burns — VP of Sales North America, CareCru

KIME HUMAN PERFORMANCE SPORTS PHYSICAL THERAPY

"Koert has been an outstanding consultant who consistently focuses on bringing more personal value and increasing value month over month for the company. He balances a data-driven approach with the soft skills necessary and is consistent with our values as an organization. Koert is a great listener, interprets needs, and builds strategy in cooperation with our team members."

Tony Mikla — CEO and Co-Owner, KIME Human Performance Sports Physical Therapy

"After co-founding a healthcare physical therapy business, my partner and I spent years reading books, attending leadership workshops, and hiring outside consultants to guide us through the leadership maze. We finally hit gold when we met Koert. He guided us through how to tie our values and mission into everyday life in the workplace, with a keen understanding of both human psychology and business scalability. Koert never feared "getting under the hood" of the business to help us uncover our strengths and weaknesses."

Russell Dunning — CFO and Co-Owner, KIME Human Performance Sports Physical Therapy

"Koert has been working with our leadership team for over a year. We continue to grow from his experience of successfully leading and growing businesses with a customer experience mindset. He's shown us how to embody our personal and organizational vision and lead employees with clear expectations, accountability for the process, and compassion for the individual."

Kathleen Yanda — Director of Operations, KIME Human Performance Sports Physical Therapy

WETZEL'S PRETZELS

"I recently had the pleasure of working with Koert Takkunen as my leadership coach. I found his approach to be insightful, supportive, and results-oriented. Koert helped me identify my leadership strengths and areas for improvement, and provided practical tools and strategies to enhance my leadership skills. I highly recommend Koert Takkunen as a leadership coach."

Ross Duggal — Director, Franchise Sales, Wetzel's Pretzels LLC

"Our franchise development team at Wetzel's Pretzels completed a multi-session leadership course with Invicta Consulting and unanimously agreed it was extremely helpful in advancing our individual leadership skills and goals. Koert's ability to tailor his message to our individual needs was evident, made possible by a thorough intake assessment where he invested time to understand each team member individually prior to any group discussion."

Adam Lueras — Sr. Franchise Development Director, Wetzel's Pretzels, LLC

"I recently completed the leadership program offered by Koert and had an overwhelmingly positive experience. His approach is laidback and unpretentious, creating an engaging learning environment. What I loved was Koert's generosity in sharing practical tools, such as the cheat sheets he provided, which have proved to be excellent references for navigating challenging situations."

Diana Krankl — Senior Franchise Sales Manager, Wetzel's Pretzels, LLC

"I had the pleasure of working with Koert for several months alongside my colleagues, and I can confidently say he is one of the most effective coaches I have ever had. He helped me identify my strengths and weaknesses, set achievable goals, and develop a plan for achieving them. Koert's ability to genuinely connect with his clients sets him apart from other coaches."

Brandy Moore — Senior Development Manager, Wetzel's Pretzels, LLC

ADDITIONAL INDUSTRY RELATIONSHIPS

"Over the years, I have had the privilege of collaborating with Koert Takkunen in various roles. Koert is a brilliant entrepreneur who possesses a remarkable talent for identifying and capitalizing on opportunities to enhance business performance. I find his coaching and leadership approach to be both systematic and inspiring."

Jan LeBeau — Vice President, Hygiene Support, Aspen Dental

"Koert Takkunen is of the highest character and has the respect of those he leads. I had the privilege of working closely with Koert for almost four years and enjoyed every minute of it. He's a strong leader with a sharp business mind."

Jeff Longfield — VP of Operations, Signature Dental Partners

"I have known Koert for many years, and he is a true gentleman. He is a kind man of great integrity, has a very high EQ, and his judgment is always measured and solid."

David Thoni — Chief Growth Officer, Independence Dental Services

"Koert's business acumen is impressive. He pushed me to be a better leader every day, and I was inspired by his desire to see excellence. His public speaking abilities and passion are infectious."

Marcela Truxal — VP of Operations, Bond Orthodontic Partners

"I write this letter of recommendation with the greatest confidence in Koert and his company, Invicta Dental and Healthcare Consulting. We have known each other for over 20 years. From sales to sales leadership in the dental industry, and as an executive in the DSO space with two industry-leading organizations, PDS and Clear Choice, Koert has a unique ability to quickly discern what is most important in a highly complex environment, create focus, and drive sustained results."

Marty Dymek — CEO, Navigate Surgical Technologies Inc.

"Committed to tasks at hand, systematic in approach, and a true go-getter. He's a win-win achiever with great ability to sift to the key value points, and he is willing to go the extra mile to improve the quality of his own work and that of his team."

Vic Nargunam — Director of Supply Chain, RingCentral

"Koert approaches his work with enthusiasm and determination; no task or challenge is insurmountable. He values his team members and acknowledges their efforts and contributions, and they work hard for him."

Siobhain McCarthy, Ed.D. — Chief People Officer, West Dermatology

"I recently had the pleasure of working with Koert Takkunen as my leadership coach. His approach was insightful, supportive, and results-oriented. I was particularly impressed with his ability to create a safe and trusting environment for me to share my thoughts and experiences, which was essential for my growth."

Ross Duggal — Director, Franchise Sales, Wetzel's Pretzels LLC

"Koert has a very strong sense of what direction to lead his team that maximizes shareholder value while building strong relationships with his customer base."

Thomas von Sydow — COO, Cornerstone Dental Group

"Koert is a true professional who is detail-oriented, always manages the bottom line, and never loses sight of the strategic direction of the company. He is a positive asset to any organization."

Michael Vandenolk — VP of Sales, Keystone Dental, Inc.

"I observed Koert grow into an extremely capable sales leader who led his Chicago-area sales team to consistently top spots year after year. He made critical personnel decisions when required to strengthen his team, developed his people to elevate their abilities, and always prioritized the issues that needed attention. A true performer."

John Cox — Chief Growth Officer, SpringRay, Inc.
