

from an update since it was first published in 1997. The tenth chapter embraces third molar development, impaction, treatment management, and very ably explores the perennial debate related to crowding. After an impressive review of the literature it seems we still don't have all the answers but 'the prophylactic' removal of third molars needs to be looked at more carefully by the profession.

Overall, a beautifully presented companion book to the authors' seminal work on the pre-adjusted appliance. Students will appreciate the systematic format but will be somewhat disappointed that this new edition appears not to have been adjusted since 1997.

Wayne Sampson

## Evidence Based Management. A practical guide for health professionals (2002)

Author: Rosemary Stewart

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To answer the question 'What is evidence based management?' the author modifies the definition of evidence based medicine to: *The conscientious, explicit and judicious use of current best evidence in making decisions*. This book deals with this concept and aims to help managers to practice evidence based management. As the idea of evidence based medicine is well known to health care workers nowadays it is anticipated that this book will be particularly helpful for managers in the NHS or more in general in non-profit organizations.

In seven chapters the author develops the concept of evidence based management. In chapter 1 evidence based medicine and evidence based management are defined and compared. Chapter 2 basically deals with the question 'How to manage the job?', as managing the job well is a prerequisite before even thinking of improving using evidence based management. In chapter 3 ways are described to obtain and use information needed for making decisions. Chapter 4 is about performance and how the performance of a certain organization compares with others, and about monitoring what is happening in the organization. Chapter 5 describes the stages of decision making and how to improve the process, not forgetting the important role of intuition. The aim of chapter 6 is to facilitate the recognition of what you may need to learn if you are to practice evidence based management successfully.

Most important is to value and use evidence which also holds true for the practice of evidence based medicine. Finally, chapter 7 deals with the culture of the organization, and of powerful groups within it, and how these influence whether managers will be able to practice evidence based management.

Especially for those who are familiar with the concept of evidence based medicine, this book is easily readable. The chapters are well-organized and conclude with a summary and suggestions to improve. In particular, the case reports, given in grey boxes throughout the book, are worthwhile to read as they provide clear examples of the application of evidence based management in daily work. The scope of this book is evidence based management, but not all information found in this book is new and could also be gained from other managerial textbooks, but with a different focus. The author states that the NHS is a suitable target for this book as there is a growing emphasis for evidence based medicine and so the idea for evidence based management will be understood. Probably also orthodontists leading large practices and chairpersons of orthodontic departments could learn from this concept by reading this book.

Anne Marie Kuijpers-Jagtman

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