

TRUE SANTA



DEC 2023 A *THRILLING* Publication

The *ONLY* magazine that speaks for the Big Guy!



CHRISTMAS AFTER PARTY

ACME GAS

ELF LIGHT

TNT

15¢



FLASHPAGE

INSIDE

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- The EMR Report is OUT!.....Page 2
- Total Cost of Your EMR.....Page 3
- Scrogiest Scrooge Contest.... Page 5
- 2024 Tough Training Dates!... Page 9



CLICK HERE TO WATCH

Hospice SUCCESS Strategy!

Make 2024 the BESTEST Year Ever!

Many people are all doom and gloom about the future... But not in MVI-Land! The future of Hospice is BRIGHT as the highest quality and best-run organizations are happening NOW...far surpassing the “good ol’ days!” The new record for Number of Visits without a service failure or complaint is 4,222, beating the previous record of 3,553! WHOA! However, many organization’s experience complaints and screwups daily...and think its normal! What is needed to achieve this level of Quality is a number of structures, some FOCUSED effort and enough LOVE for what we do in our Profound and Meaningful work!

Strategy is important! Going in a direction with “Directional Correctness” translates into SUCCESS! And smart kids do this! We break strategy down into 3 categories:

- Operational Strategy – Internal**
(Getting Quality to Radically High levels with phenomena Economics with Low Turnover)
- Positioning Strategy – External**
(Affiliations, Business Combinations, MSO, GPOs, Medicare Advantage Deals/Managed Care Networks)
- Growth Strategy – Internal and External**
(Increasing census is on everyone’s mind!)

Operational Strategy is the toughest as this is where Quality is built along with great Economics so the Hospice or Homecare has something to SELL! And it also enables the organization to negotiate or position themselves from a place of STRENGTH and not from weakness or neediness.

HERE IS THE LINK to the last Empowerment Hour, which went extremely well! In this 1-hour presentation, there are a ton of “money” slides and insight that will motivate Leaders and FOCUS on SUCCESS!



The MVI EMR Comparison Report is OUT!

A resource to help when choosing the best EMR for your organization!

In years past, MVI published an EMR/Patient-Management System Matrix that showed the pros and cons of most Hospice EMRs. MVI has brought this back with MORE PRECISE DATA-POWER and with better “satisfaction” feedback. In the report, we will list EACH EMR in our systems along with KEY metrics taken from our monthly MVI Benchmarking of hundreds of Hospices! EMR Cost, Average Visit Durations by Clinical Discipline, and Profitability to name a few as well as Rating of:

- 🔵 How satisfied are your clinicians with the documentation in the EMR?
- 🔵 How satisfied is management with the back-end information and reporting?
- 🔵 How well does the EMR do billing?
- 🔵 How satisfied are you with the EMR’s customer support?

Those 4 “titanic” questions will help MVI clients make more informed decisions regarding the seemingly never-ending pursuit of a better EMR for your organization. What we like is that this type of information and data cuts through all the sales “hype” and “glitter” with direct feedback and quantified RESULTS from actual users of the EMRs. The numbers don’t lie!

You have to GIVE TO GET!

This is a “give to get” deal, similar to our annual Compensation Survey. Hospices need to update the Vendor Section of their Benchmarking Application (BA) and complete a few questions via a Quick Survey Email that we will send out.

This will be a SUPER Helpful resource!

CLICK HERE NOW and Take a Simple Survey to Get YOUR REPORT!

CLICK HERE

MVI Multi-View Incorporated
EMR Comparison Report Edition 23.0

Quantified/Objective Benchmarked Information: Overall Cost & Quality

EMR System	Median NPR%	Median Estimated Annual EMR Cost	Normalized Annual Cost by ADC	Median EMR Cost	Median NPR%	Median IT MIS Dept Cost	Median Number of Visits Per Patient Per Week	Quality: CAHPS Q39 Using any number from 0 to 10, with 0 as the worst Hospice Care possible.	Quality: CAHPS Q40 Would you recommend this Hospice to your friends and family?	Number of Locations	Entity Count

MVI Multi-View Incorporated
EMR Comparison Report Edition 23.0

Satisfaction Ratings - Subjective

EMR System	MVI MagicViews Suite Already Completed	How satisfied are your clinicians with the documentation in the EMR?	How satisfied is management with the backend information and reporting?	How well does the EMR do billing?	How satisfied are you with the EMR's customer support?	Number of Survey Responses

MVI Multi-View Incorporated
EMR Comparison Report Edition 23.0

Quantified/Objective Benchmarked Information: Cost Per Visit by Discipline

EMR System	Median Cost Per Visit RNs**	Median Cost Per Visit Aides**	Median Cost Per Visit SWs**	Median Cost Per Visit Spiritual Care	Median Cost Per Visit Physician & NPs	Median Cost Per Visit Admissions	Median Cost Per Visit Volunteer	Number of Locations	Entity Count

MVI Multi-View Incorporated
EMR Comparison Report Edition 23.0

Quantified/Objective Benchmarked Information: Clinical Visit Durations

EMR System	Median Visit Duration RNs	Median Visit Duration Aides	Median Visit Duration SWs	Median Visit Duration Spiritual Care

MVI Multi-View Incorporated
EMR Comparison Report Edition 23.0

Hospice & Homecare EMR Comparison Report

CONFIDENTIAL

PROPRIETARY INFORMATION FOR MVI CLIENTS ONLY

Edition 23.0

at this time. All-Home Care is useful for setting rates with Payors. These Advanced Cost Source, Referral Source, Age and other demographics. If this is Travel Time is normally around 15 minutes.

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MVI CLIENTS

Page 6 of 24

BenchPress

MVIBenchmarking
Make informed decisions based on PRECISE data!



Gain Organizational Strength through Comparison with Reality and the Toughest Competitors in the Business! It is via the regular/frequent comparison with the External References that provides perhaps the most insight into an organization's actual performance.

"So what if you're hitting your own marks in a vacuum... ~ Jack Welsh

Getting the Cost of Your EMR

In order to capture the Cost of your EMR for the EMR Comparison Report, you will need to lineup the costs in the Management Application (MA) on the Account Lineup Tab. Choose all the costs that relate to the EMR and select 'Indirect Costs' for the Type and 'EMR System' under the Sub-Type. EMR costs would include expenses such as:

- **Annual Fees**
- **Cost of Licenses**
- **Depreciation**
- **Support Fees**
- **Training Costs** (Initial costs of bringing an asset into operation as well as subsequent training from the Vendor and not routine In-House EMR Training.)

The costs of hardware and telecommunications (T1 Lines and such) should NOT be included UNLESS they are specific to the EMR as such as standard PCs, Notebooks and field devices as these would normally be employed regardless of the EMR being used.

the excitement continues on next page...

Update your Vendors NOW!

You have to “give to get” in order to see the satisfaction and market share rankings!

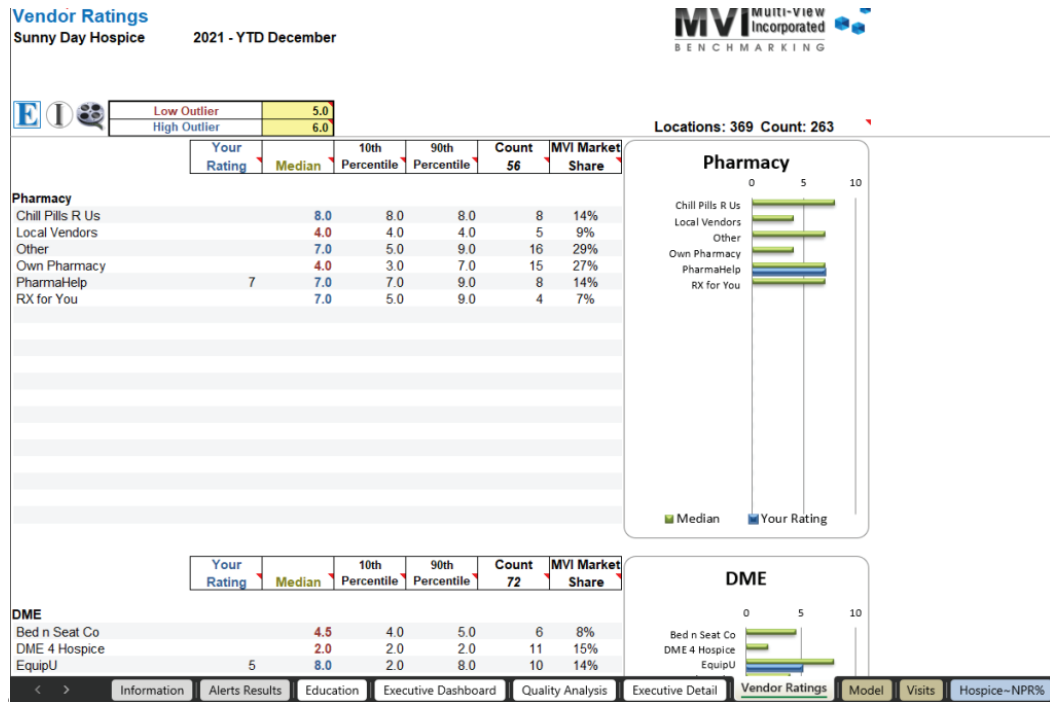
1. Select your vendors on the Setup tab within the Management Application (MA) and give them a rating (Remember to let us know if you don't see your vendor listed and would like to!)

Vendors		Rating
Pharmacy Vendor	Wise Hospice Options	10
DME Vendor	Local Vendor	6
Medical Supplies Vendor	Other	5
Payroll Vendor		
EMR/Patient System	Suncoast	10
Accounting System	CYMA	8
Donor System	Donor Express	10
Mobile Phone Service	Verizon	5
Landline Phone Service/System	AT&T	3
Health Insurance	BC/BS	4
Retirement Insurance	State Farm	5
Business Insurance	Local Vendor	6
Business Consulting	None	7
Clinical Documentation Consulting	Weatherbee Resources	10
Hiring/People Evaluation System	Myers Briggs	6
Billing Consulting Services	None	8
CAHPS Survey Vendor		

2. Send us an Upload (buttons found on the Controls tab in the MA)



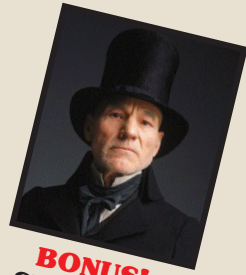
3. Run your Benchmarking Application (BA) and view the Vendor Ratings tab to see the comparisons



From the Ancient MVI Scrolls...

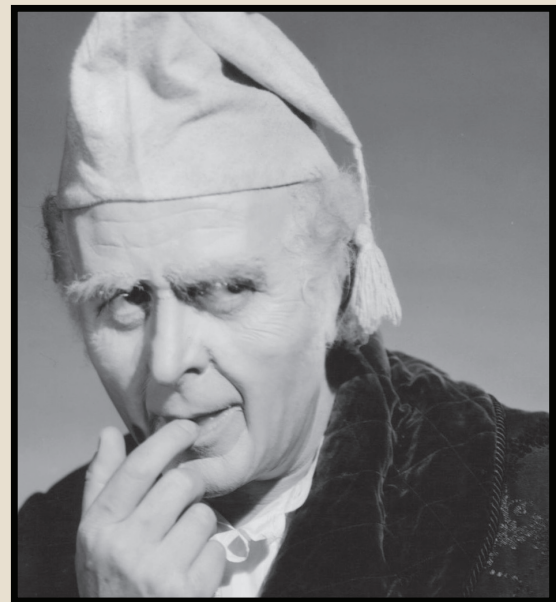
MVI wants to know! from cave #72, scroll 7

The MVI Best Scrooge Contest



BONUS!
STAR TREK
SCROOGE?

WHO'S THE SCROOGIEST?



ALASTAIR SIM

"DICKENS HAD 10 KIDS. HOW'S THAT HELP THE POPULATION SURPLUS?"

"I DON'T UNDERSTAND, WHY IS A CHRISTMAS CAROL NOT A MUSICAL? HUMBUG!"

"THE GHOSTS OF CHRISTMAS PAST OR FUTURE DIDN'T REALLY FAZE ME... IT WAS THAT BOB CRATCHIT USED TOO MANY LUMPS OF COAL IN THE STOVE AND WANTED A RAISE!"

GEORGE C. SCOTT

"MVI WAS SO CHEAP WITH ME, THEY HAD TO REUSE THE PHOTO FROM THE ANGRY MAN CONTEST!"

"I'M THE OBVIOUS BEST SCROOGE... AFTER ALL, I NOT ONLY PLAYED PATTON, I DID PATTON BETTER THAN PATTON... AND I OUT-SCROOGED SCROOGE!"

"I SHOULD HAVE WON A ACADEMY AWARD FOR DOCTOR STRANGELOVE"

REGINALD OWEN

"I WAS THE BADDEST SCROOGE BEFORE BILL MURRAY WAS EVEN BORN!"

"I'M ANGRY BECAUSE MY 1938 MOVIE HASN'T EVEN BEEN COLORIZED..."

"ALASTER SIM THINKS HE'S SO HOT... BEING THE CRITICS UNANIMOUS CHOICE IS OVERRATED... HUMBUG"



WHO DO YOU THINK IS SCROOGIEST?

I THINK SIM IS THE SCROOGIEST!

I THINK SCOTT IS THE SCROOGIEST!

Check the appropriate box. Then mail to MVI - 1611 Asheville Hwy. Hendersonville, NC 28791
And then store this magazine in a place with similar security standards as the Crown Jewels

*THIS IS AN ACTUAL CONTEST! SEND IT IN AND RECEIVE A COOL MVI PATCH OR GIFT! THE WINNER WILL BE ANNOUNCED IN THE NEXT ISSUE! THE LOSERS WILL BE BECOME GHOSTS OF CHRISTMAS PAST!

I THINK OWEN IS THE SCROOGIEST!

I THINK PICARD IS THE SCROOGIEST!

Inspiration Page



Merry, Merry, Merry

SUPER MERRY

**TOTALLY
ECSTATIC
MERRY**

Super Cool Merry

Amazing Merry

FAR OUT MERRY

Merry Christmas



Ho Ho Ho!



Magic[®]

Implementing 88 Action Steps in 5-8 months that will Transform an Organization's Quality & Economics!

A Quality Program that transforms an organization into a coherent, fully-integrated **"System of Care"** where all parts work together, based on intense FOCUS on Quality accompanied by phenomenal Economics as a natural by-product.

Here what we implement!

FOCUS/ACTION ITEMS:

1. People Development/Edu
2. Operational Manual – Us
3. 3 Questions at IDTs
4. Gratitude/Attitude Book
5. Patient Chair
6. Patient Chair Bands (for
7. Perfect Visit Structure
8. Perfect Visit Video – Us
9. Visit-Step IRMs
10. Perfect Visit PowerPo
11. Narrated Perfect Visit
12. Pre-Recorded Visit Sc
13. Pre-Recorded Visit Sc
14. Pre-Recorded Visit Sc
15. Pre-Recorded Visit Sc
16. Pre-Recorded Visit Sc
17. Negative Example of
18. Test #1 - Perfect Visi
19. Test #2 - Timed 5-Mi
20. Test #3 – CAHPS Li
21. Mannequins – Patie
22. Wall Drops – Kitcher
23. Lab Threshold
24. Lab Video Setup
25. Storing Videos Conventions
26. Standards Cards





CHER SAYS SHARE!

the MVI Flashpage with all your “Sonny” Day friends!
And Gypsies, Tramps and Thieves!



More & More Hospices & Homecare folks are waking up to the Transformative VALUE of MVI, and our good clean fun!

CHECK A BOX

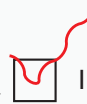
SIGN UP TODAY!



There's Zero Risk!
No Long Term Contracts
Month-to-Month
FIRE Us If You Are Not Happy,
Go Ahead & Kick the Tires!

I Want... MVI, Piece of Cake!

or...



I like things the old way. I prefer mediocrity.

(hesitant check mark) →

If you haven't already subscribed to MVI yet,
**What price are you paying
every day by not?**

Every screw-up or service failure hurts a Hospice or Homecare organization's brand. And the economics are negatively impacted as well... PLUS! It's just easier to STANDARDIZE and use PROPRIETARY DATA, simplifying work on all levels, having "systems" that support **1) Clear, 2) Impressive and 3) Sustainable Standards** so that your marketing Promises are fulfilled and your people don't burn out and quit, but rather, they become Energized!



**Is Your GLASS
HALF-FULL or What!
Only \$400/Month
For Network!
Cost Report Prep
INCLUDED!
\$275 FOR
BENCHMARKING!**

Unlimited Technical Support/All Calls Answered Within 3 Rings!



The Average Hospice IPU in the United States loses **over 23%!**
UNNECESSARILY! WHY NOT JUST SOLVE IT!

Inpatient Units & The MODEL TRAINING

Compensation is your **LARGEST** cost. Yet, most organizations use average methods and get average results. Expecting a different result is absurd. A few **STRUCTURAL** moves in the Compensation area yield **TREMENDOUS RESULTS** by increasing **QUALITY** through increased Automatic Accountability.

Virtual Training
February 21st

CEO Retreat

April 23 & 24

(MVI Conference Center - Flat Rock, NC)

THE EXTRAORDINARY CLINICAL LEADER PROGRAM

May 21 & 22

(MVI Conference Center - Flat Rock, NC)

COMPENSATION & THE MODEL

August 13 - Virtual

CREATING AN EXTRAORDINARY PEOPLE DEVELOPMENT SYSTEM

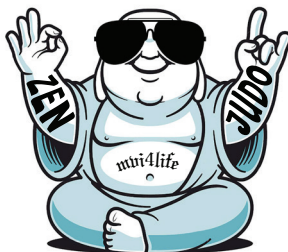
October 1 & 2

(MVI Conference Center - Flat Rock, NC)

THE CFO PROGRAM

November 13 - 14

(MVI Conference Center - Flat Rock, NC)



A Great Life
and a
Great Hospice...
Start With a
Great Attitude!



MVI Tough Training Schedule

The Proprietary Model Workshop

SCHEDULED BY INDIVIDUAL HOSPICES

The Proprietary Model Workshop is a 2-day transformational program where Andrew guides an individual Hospice or Healthcare system through the design of its proprietary Model. The Model is an approach to operating a Hospice as an integrated, coherent and coordinated "system of care" that creates a high-quality, predictable experience that is financially balanced. Andrew's role in this unique program is to keep a Hospice's team FOCUSED, clock management and to introduce insights gained from experience with hundreds of Hospices. Andrew will press to make sure the team walks out with the key Model parameters and Accountability established. This program is a cost-effective way to unify your team and establish long-term organizational structures that have helped Hospices set the benchmarks in quality as well as economic performance. NASBA approved: 16 CPE hours. [More Info>>](#)

NEW! Virtual Training Program OPTION for Individual Hospices!

Scheduled by Individual Hospices or Hospice Groups

Choose YOUR TOPICS! Upon request, Andrew will conduct Virtual trainings for individual or specific Hospice groups! During these times, we must be flexible and provide OPTIONS to EMPOWER Hospice Leaders and Clinicians with Best Known Practices (Patterns)! We will cover ALL topics of interest by the Hospice or group with fluid and open exchange between your team and Andrew. [More Info>>](#)

Inpatient Units & The Model Training

February 21st at 10:01AM | VIRTUAL

This program covers the 8 BIG MOVES an IPU needs to make to be financially successful and increase quality! In addition, 58 other Best Known Practices to-date will be shared regarding the management of Hospice IPUs so it can be financially viable. This insight is based on our work with 200+ IPUs that MVI has helped construct as well as hundreds of others. This program also has direct application to Continuous Care programs. If a Hospice has even an annual \$100,000 loss over a decade, this translates to a MILLION DOLLARS that COULD HAVE been used to compensate staff better or build much needed financial reserves! One of the large units Andrew managed had a 108% occupancy rate and double digit profits! Time to STOP the LOSSES! Bring a laptop with Microsoft Excel, the reports you currently use to manage your IPU, Medicare rates (GIP, Routine, CC), average hourly rate by discipline and cost information regarding your Hospice's current IPU operations. This is a 1 day program. [More Info>>](#)

Compensation & The Model

August 13th at 10:01AM | VIRTUAL

Compensation is your LARGEST cost. Yet most organizations use traditional methods and get traditional results. Compensation is the most POWERFUL STRUCTURAL tool a Manager has to create a happy and productive work atmosphere with ultra-strong Accountability. This workshop is for the most forward-thinking Hospices. 100% of Hospices that operate in the 90th percentile have great compensation systems. Yes, 100%! A Hospice's most dramatic advances in quality and profits will come from movements of Talent and the compensation of that Talent. A great compensation system makes management VASTLY easier. Compensation systems also directly impact an organization's People Attraction and Retention system. Talent must be retained over the long-term as the turnover of Talent is the biggest destroyer of quality. A great compensation system is a key! Get rid of the "poverty mindset" regarding how you reward staff! Why not pay better than the hospital or other healthcare entities! Compensation is the fastest way out of financial troubles, as well as one of the most effective structural means to create a healthy Hospice culture. You will need a laptop with Microsoft Excel. Compensation was the beginning of MVI and where we started as a company. MVI only holds the Compensation & the Model Workshop annually. This is a 1 day program. [More Info>>](#)



Balancing Purpose and Profit...

Multi-View Incorporated P.O. Box 2327 Hendersonville, NC 28793

P: 828.698.5885 ■ Fax: 828.698.5884 ■ Email: mvi@multiviewinc.com

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MVI Tough Training Schedule

Designing an Extraordinary People Development System

October 1 - 2 | FLAT ROCK, NC - THE MVI EXECUTIVE CONFERENCE CENTER

This entire workshop will focus on creating a world-class training system for your organization where the paradigm of the Hospice changes to that of a “teaching organization”: first and foremost. In this fascinating program, we will explore the teaching practices of master-class teachers in-depth and how these practices translate to a Hospice organization. How to Teach Visit Structures and Phone Interactions will receive extreme emphasis. The workshop is directed toward anyone that either instructs or coordinates training at a Hospice program. People Development IS the center of your Hospice universe as the mission is only accomplished through people. [More Info>>](#)

The CEO Retreat

April 23 - 24 | FLAT ROCK, NC THE MVI EXECUTIVE CONFERENCE CENTER

This is an Executive Retreat that helps CEOs become aware of what Outliers (the 90th percentile) are doing...because you have to see it in order to build it! This is a pragmatic program which would benefit any Executive Level person as most all Leaders come to a point where they realize the absolute need for STANDARDIZATION, SYSTEMS and STREAM-LINED PROCESSES...and that these are the solution to virtually all of an organization’s frustrations. It is a humble and open program where, as a safe group, we speak candidly and delve into the biggest challenges we face as Hospice & Homecare CEOs. We will also cover 3 Key Strategic areas – 1) Operational, 2) Positioning and 3) Growth, which includes the 21 PROVEN Ways to grow a Hospice. This will help simplify work on all levels though Standardization and understanding of Process. Many of these insights were used when we helped the only Hospice ever to win the Malcom Baldrige Award in our area. [More Info >>](#)

The Extraordinary Clinical Leader

May 21 - 22 | FLAT ROCK, NC - THE MVI EXECUTIVE CONFERENCE CENTER

The Extraordinary Clinical Leader Program is a LIFE-CHANGING and rigorous 2-day program with laser-beam FOCUS on the Leadership and Management skillset needed to be a TRUE Professional Hospice Leader. There is nothing else like it. If a Clinical Leader masters this material, they can literally “Write their own ticket in Hospiceland” This program is designed to instill the mindset and advanced technical competencies into motivated individuals that want to be TOP Hospice Clinical Leaders. This program is a crash course about the BUSINESS of Hospice. [More Info>>](#)

The CFO Program

November 13 - 14 | FLAT ROCK, NC - THE MVI EXECUTIVE CONFERENCE CENTER

A TOP RUNG CFO is essential to the success of an organization as REALITY has to be quantified and effectively

communicated. This program will teach the technical skills and mindset for dramatic IMPACT on operational RESULTS. The CFO Program has proven to be an EFFECTIVE advancement system for CFOs. The CFO is armed with some of the most persuasive information in the organization, the quantified facts of the business...data! The underlying reality is that the economic model MUST work. To be effective, the CFO must accurately quantify the current state of the organization, interpret the situation with predictive insight, formulate strategies, and influence others to execute positive action. The EVIDENCE of an effective CFO is in the numbers! An effective CFO can help a Hospice be radically successful. A poor CFO can help a Hospice out of business. Participants undergo a sequence of testing, training, and retesting until the subject matter is mastered. Participants will have 6 opportunities to score 100% in order to pass the 300 question exam which includes Hospice scenarios, best practices, and measurements. [More Info>>](#)



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FLASHPAGE Reference

Here is a list of past Flashpages by topic over the past 2 years for reference, plus a few of particular significance. Normally, Flashpages cover material on a high level, so it is *highly* recommended that more comprehensive Best Known Practice information (manuals, PDFs, financial tools, templates, videos and audio messages) be obtained by accessing the MVI Website and/or by contacting the MVI offices for unlimited support. All calls are answered within 3 rings.

- 📌 [NOVEMBER 2023 – EMR COMPARISON REPORT-BENCHMARKING DRILL DOWN FEATURE - IMPLEMENTING STANDARDS-HOSPICE BY THE NUMBERS](#)
- 📌 [OCTOBER 2023 – NEW MODEL NPR% – EMR REPORT IS BACK – THE TOTAL COST OF YOUR EMR – BENCHPRESS](#)
- 📌 [AUGUST 2023 – LEADERSHIP – PART 1 – RAISES & PROMOTIONS – MOST SOFTEST CONTEST](#)
- 📌 [JULY 2023 – EMPOWERMENT HOUR VIDEO – CHANTAL REED 1998-2023 – MOST NICEST CONTEST JUNE 2023 – WHERE DO WE START – SELF LEARNING MODULES – 3 AND A HALF HABITS HIGHLY EFFECTIVE PEOPLE](#)
- 📌 [MAY 2023 - What Happened to Customer Service - Most Nicest Contest - EMR Benchmarking -Inspiration Page - Adventures In Self-Help](#)
- 📌 [APRIL 2023 – COST REPORT WARS – REVOLUTIONIZING BEREAVEMENT – UNIVERSAL VIRGIN MUSIC DEAL – BEST ROCKY FOE – HIERARCHY OF NEEDS – ADVENTURES IN SELF-HELP](#)
- 📌 [MARCH 2023 – SAFETY FIRST–GROWTH CAPABLE LEADERS – BEST BEE GEE CONTEST – THE BENCHMARKING SYSTEM – ADVENTURES IN SELF HELP – MVI MOVIE REVIEW](#)
- 📌 [FEBRUARY 2023 – TRUE SCIENCE – DOUBLE SHOT VIDEO LINKS – GROWTH CREATING A SELLING SYSTEM – SKILL OF HAPPINESS – ADVENTURES IN SELF HELP – WHATS REAL-ER CONTEST](#)
- 📌 [January 2023 – Modern Scarelines – Tough Training Schedule 2023 – Your Compensation System Is Your Best Teacher – Ask Andrew Webinar – Wanted El Troy – The New MVI Look](#)
- 📌 [December 2022 – YOUR NUMBERS ARE YOUR TRUTH – STARTING POINT OF SUCCESS – CLASSIC ALBUM COVERS – ADVENTURES IN SELF HELP – REALITY = NATURE](#)
- 📌 [November 2022 - Just Go Ahead And Stop Your Inpatient Unit Losses - You Should Care About What People Think About You - The Importance of a Peer Group](#)
- 📌 [October 2022 – Where Do We Start - Self Learning Modules - 3 and a Half Habits Highly Effective People](#)
- 📌 [September 2022 - Financial Models - What Is F9 - Remedy Out of Balance](#)
- 📌 [August 2022 - Percentages of NPR & Not Budgets - Baldest Man Contest - Map of Consciousness](#)
- 📌 [July 2022 - Action Accountant - Getting Clear About Financial Statements - Accounting Centerfold-How To Transform Yourself - Clients](#)
- 📌 [June 2022 - Modern Hellthcare - Value of Standardization Pt2 - New Benchmarking Decision Dashboard-CEO Attitude About Money - Best Mullet](#)
- 📌 [May 2022 - True Job - Value of Standardization - New Benchmarking Decision Dashboard - CHAP Operations Certification](#)
- 📌 [April 2022 - Real Work - Disappearing Nurses Webinar - What You Want From 70ers - Least Worst Healthcare - CHAP Operations Certification](#)
- 📌 [March 2022 - Resources For Key Frustrations - Most Exciting Time In Hospice - Cost Report Wars](#)
- 📌 [February 2022 – The Clinical Manager's Toolbox – Kent Brooks Wins Hospice Award – CHAP Operations Certifications](#)



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- [January 2022 - Hospices Grow Census w/Covid - Why Not Pay People Well?-CHAP Operations Certifications](#)
- [December 2021 - Make 2022 the Best Operational Year Ever - We Don't Have Enough Time - What Practices Andrew](#)
- [November 2021 - Managing on a Month to Month Basis - The Magic Formula is the FOCUS of these 2 areas - Where are a Homecare and Hospice Biggest Economic Opportunities - Universal Music Release - Tough Training Schedule 2022](#)
- [October 2021 - New Benchmarking Version21 - Why Benchmark](#)
- [September 2021 Pre-save-Twisted-World-Universal-Music-Selling-Your-Culture-How-to-be-successful-in-this-world](#)
- [August 2021 – CEO2CEO – Retention of clinicians issues – Virtual Extraordinary Clinical Leader Program](#)
- [July 2021 - Part 2 Turnover - Why do people come to work at a hospice - how do we take care of people - How do we take care of our people](#)
- [June 2021 - Creating the Inspiring-Electric- Life-Changing” Work Atmosphere- Culture with Meaning & Purpose - Turnover Nursing Shortage - tough trainings at MVI conference center](#)
- [May 2021 – The Model and Home Health – Extracurricular Programs – NEW LIVE Tough Trainings at the MVI Conference Center! – Andrew and Label Signed with Universal Music Group!](#)
- [April 2021 – Reduce Turnover to 5% and attract TOP Talent! – Download and Use – The MVI Clinical Manager Scenarios in Front of your Team to “Model” the “Mature Employee” – The Extraordinary Clinical Manager Tough Training – May 4th – Download and Use – The Modular Visit-Step Approach to Creating Your Perfect Visit Videos](#)
- [March 2021 – No Budgets and Unit Accounts – The Extraordinary Clinical Leader Program In this issue: No Budgets and Unit Accounts. The Extraordinary Clinical Leader Program – May 4th](#)
- [February 2021 – Productivity and Efficiency are Overrated! – HospiceASpiritual Business](#)
- [January 2021 – 3 Evidences of Best Known Practices – Develop Perhaps the Most Essential Skills in Your Clinicians](#)
- [December 2020 – DOWNLOAD Perfect Visit Step Modules & Videos for Your Relias or other LMS – Life-Chang-ing PDFs on the MVI Website – NEW 2021 Tough Training Dates](#)
- [November 2020 - Medicare Advantage Power Point: The Emphasis on Quality - Becoming a Teaching Organiza-tion is a Strategic Decision - Can We Sell the Idea that People Development is Important? - Registration is open for the Designing an Extraordinary People Development System Virtual Event on December 7th! | Hospice & Homecare Consulting | Hospice & Medicare Cost Report | Multi-View Inc](#)
- [October 2020 - Understanding the Nature of Best Known Practices and Human Behavior – Intelligence can be Defined as Pattern Recognition – The Outlier – Benchmarking – Managing Well – Sign-up for The CFO Program Virtual Event now!](#)



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