

BATHROOM FANCY

The ONLY magazine for refined bathroom reading



AUG 2023

A **THRILLING** Publication

Vol. #2



DOES QUILTED
REALLY MATTER?

THE JOY OF
THE AM BM

ARE LIFE'S MAJOR
DECISIONS MADE
IN THE BOARDROOM...
OR ON THE THRONE?

OUR
2¢

FLASHPAGE

A Monthly Consolidation of the Practices of the 90th Percentile!

AUG 2023

INSIDE

Leadership - Part 1!.....Page 1
Raises & Promotions.....Page 2
Most Softest Contest.....Page 5
Inspiration Page.....Page 6
Adventures In Self-Help.....Page 7

Empowerment Hour!

The Seldom Spoken Aspects of Leadership – Part 1

As we continue these High-Value messages, Leadership is always in the background (and sometimes for foreground) of the technical operational know-how...as it is the driver of initiatives...

This 1-Hour session would be a great thing to expose your Executive Team and Leaders to as it covers some of the things that are so often overlooked or perhaps haven't even been considered.... Topics that are NOT part common thinking about Leadership...

This isn't a "rah-rah" motivational message or anything like that, but rather, it is pretty stealie-eyed REALITY about the position...and we have found that the more one aligns with the REALITY of how Life works on this planet, the better success one will have...



CLICK HERE →

Part 2 on this topic, will be on September 6th at 1:01pm EST.



THE CFO PROGRAM



COME JOIN US ON THE MOUNTAIN TOP!
Flat Rock, North Carolina
OCTOBER 24 - 25
More Info Click Here



16
CPE Hours



Establish Principles Behind Raises & Promotions

This is another “expectation management” practice that will help you and an organization greatly. People will REGULARLY come in and ask for “more” – which is fine, but it helps if they come in understanding the principles or your philosophy behind compensation! Without it, it is usually always up to YOU to come up with the solution which takes a lot of Energy! Why should someone get a raise or promotion? This is a teaching concept, and all Compensation Systems teach (even bad ones teach). I would make sure that this is included in your primary operational training manuals, orientation or in MVI language, “Transformation!” Here are some principles that you can adopt:

- **To get a raise or pay increase at this organization, you must be doing MORE than you are already being paid to do.** If you haven't been doing “extra,” why would you expect additional pay for doing the same quality or quantity of work?
- **Longevity is not a good reason for pay increases.** Creating value is...
- **There is not an unlimited pot of money...** Approximately 50% of new businesses fail in the first 5 years. Then 25% of those fail in the next 5 years...leaving only 25% after 10 years... Asking for “more money” is an economic request...and the ultimate determinant in the reply comes down to the REALITIES of the economics of the organization. Can they afford it and what result will they get in return? Some naïve employees, and people in general, think that corporations and businesses have “piles of money” laying around...and a little more directed towards them won't hurt anything, right!? Yet, most Managers and Leaders are literally “sweating it out” as it is a competitive world, where external factors, as well as internal dramas, can upend the apple cart overnight! Management is about balancing a lot of things, ranging from human emotions to financial realities. There is nothing wrong with wanting more money. It is a good thing, and it helps drive human progress! However, any “ask” for more money should be accompanied with a solution, some increased Value over what is presently being done or bring some form of “relief” for the organization.
- **Just because a person is “working hard” or “spending a lot of time” on something doesn't mean that they are providing VALUE to the organization.** The person may simply not have the intelligence or capability of doing the job efficiently. If someone is struggling with “routine” tasks, then, as a Manager who is responsible for the allocation of assets for a great ROI, you need to remove the person from the position, re-purpose them or train them to do their job better. Giving time or “working hard” is not enough to merit a raise or extra pay.
- **Most of your professional advancement will come from your leisure, non-paid time.** Most of your professional advances will come from time for which you are NOT BEING PAID directly. When you are trying to get to the next position or place in your Life or career, you naturally learn all you can about it. You read, you pay attention to anything you hear about it, you think about it and you practice to develop the skills you perceive you will need in the future position. I have found that virtually all of my professional advancements came from my own time and on my own dime. I just wanted to advance...and it was a true desire and not a whim...
- **Inquire about the overall state of the business or organization.** This is a mature person's view, realizing that the Manager or Leader has many many things to balance and consider. He or she may be sweating it out in a tough spot and be in just as much need of a shot of additional revenue or sales as you need income. And the realities of the organization's economics dictate all pay decisions as a company can't pay out what it doesn't have...or create an unsustainable business situation or premise. Is business up or down? Has there been a decrease in business or revenue over the preceding years? How have you helped create more business? The *mature* person is a promotable person! A person that can see the big picture...and can ADD Value by *clearly* decreasing costs or increasing revenue!

the excitement continues on next page....

- ◆ **Each person in the organization ultimately sets his or her own pay based on the Value they provide.** Yes, each of us sets our own pay. We do this by creating Value. If you are worth it, you will get an increase. Don't look at yourself as being "held back" by those you report to or "the man" (or the "woman!"). Realize that YOU are responsible for your Life. You are Accountable for your Life. You are in the Driver's Seat of how you experience Life. So if you want more, contribute more Value!!! It really is as easy as that!
- ◆ **If you can directly link your contribution(s) to increased profitability, the easier it is to create a system to compensate you for your efforts.** The easier it is to show or illustrate the relationship between your performance and results, the easier it is to get people with the power to change the Compensation System to reward you. This is achieved by 1) lowering costs, 2) increasing revenue or both. Make it EASY for a Manager or Leader to promote you!
- ◆ **We keep base salaries and hourly rates LOW and the bulk of a person's pay comes from performance and results.** Large salaries or high hourly rates tend to "baby" people and yield vastly inferior results when compared to organizations with the Intelligence to reward performance and results (i.e. Apple, National Healthcare, Fastenal, Proctor & Gamble, Pal's Sudden Service and many others). Much has been written in MVI materials on this topic as Nature is a meritocracy and informs us that "strength comes from struggle" like a muscle or the skill derived from practicing an instrument or the know-how gained from the time and effort of learning something new. Pay systems with significant emphasis on results BUILDS CONFIDENT and CAPABLE people! It EM POWERS! And it gives people more opportunity to "set their own" pay. It also helps drive out low performers as the "same pay" or "similar pay" for the less productive is one of the WORST things an organization can do as it DEMOTIVATES the hard working and productive! In addition, high salaries tend to make people "soft/less effective" and with hourly, work tends to expand to fill the time allotted...and thus "incentivizes" inefficiency. So both salary and hourly are not great or smart ways to pay. Of course, Senior Leaders and Managers should "model" this practice by they themselves taking very modest salaries and "betting" on their own abilities as well as the company.
- ◆ **Don't do annual raises PERIOD!** This cultural "tradition" creates an unsustainable and problematic work environment over time. But more importantly, it actually weakens employees and creates dissatisfaction as this expectation only works when corresponding revenues are increasing in a similar or greater proportion.
- ◆ **Make it EASY for a Manager to promote you!** This is done by simply providing so much Value and often RELIEF for the Manager that they can't imagine operating without you! Increasing revenue is the EASIEST way! Selling is almost always a skill and talent highly desired by organizations! Efficiency and cost-savings also makes the likelihood of promotion and raise easy! But it is not as strong as NEW sales. Bringing RELIEF to overburdened Leaders and Managers is also something they are willing to pay for! A smart person can usually pick up on the things that stress out the Manager or Leader and consume their time! And there are usually concrete ways for the employee to make their contribution of "relief" FELT/Known!
- ◆ **Not all people are paid the same.** People that contribute more Value get paid more. It is all about VALUE when viewing an organization or business. We are creating Value for our customers. That is why we are in business. Those most talented at providing Value deserve more. They usually tend to work harder, put in more time and apply themselves more. Even though it is not about "working harder" or "the amount of time" that a company should base its rewards, these factors usually accompany those that create the most Value.
- ◆ **The client or customer will write every paycheck you will ever receive.** It is about serving the customer. Patients, families, Medicare and referral sources are the folks that write the paychecks. Yes, we serve each other as well and this is linked to how well we serve the customer ultimately, but it is our ability to IMPACT THE EXTERNAL WORLD that meets payroll and provides the means for the continuation of an organization. The customer writes the paycheck.

the excitement continues on next page....

- Come to your Leader with a Plan!** It takes a lot of brainpower for a Leader or Manager to create an effective Compensation System! It is emotionally draining, and compensation is emotional! So, save your Leader the work! If you want more money or position, then devise an easy system that clearly links to Value or the results the organization wants! The more quantified, the better! The easier, the better! If you can make it a “no risk” situation, all based on merit or results, the better and the easier it will be to sell your plan to the Manager or Leader! “Risk Reversal” is a great idea when seeking a raise or promotion!
- When you come to your Manager with a Plan that is 100% based on Performance/Results, without any request for increase in base pay, the more POWERFUL and IMPACTFUL will be your communication as your CONFIDENCE in your Talent/Abilities will be FELT!** A person that is confident in themselves and their abilities is willing to “bet” on themself...and prefers being paid what they feel they are worth based on actual economic results. It is very hard for a Leader or Manager to not go along with this type of proposal. Yes, there will most likely be adjustments to your plan as the Leader or Manager may have more experience or know the economic realities of the organization better than you, but your “directional correctness” or plan is likely to be “tried” or at least tested...of course, by you!
- Good Leaders WANT to put as much money as possible in their employees’ pockets and are looking for true Partners!** Intelligent Leaders and Managers know that nothing on any scale can be built without the help of others. Therefore, talented Partners are needed! Good Leaders always have their eyes peeled and are on the lookout for talented people that can help! People that are promotable! People that can be a PARTNER! They are looking for people that can see “what” needs to be done to be successful and can do it successfully! People that can “inspire” others! And of course, this type of Leader WANTS to pay as richly as possible within the overall constraints of the organization’s economics. Paying well just FEELS good! And most Good Leaders desire to share the surplus or great results with those who helped create it! That is only right and GOOD!
- Learn to SELL!** Learning how to be an effective salesperson is perhaps the #1 way to increase your earnings! All businesses are transactional and are based on SELLING! And it is usually easy to quantify! A top salesperson can not be denied! Plus, when learning to sell, you are learning so, so, so, so many other skills! You learn to be a great communicator in many forms, you develop a “pleasing personality,” you gain confidence, you learn about Human Behavior and what people respond to, you become “self-aware” of how you come off to others and how you are perceived... and the list goes on and on! The truth is is that everyone is selling all the time anyway! You are always selling yourself and ideas and opinions...so why not use these to increase your pay! And you can make it FUN! Like a game!

*Serving from a place of Love for ALL Expressions of Life...
~ Andrew*



Get a...

Promotion!

Go For It!!!

From the Ancient MVI Scrolls... from cave #34, scroll 1

**MVI wants
to know!**

The MVI Most Softest Contest



**BONUS!
OR CHOOSE
A PINECONE!
THE BACK-TO-NATURE
OPTION!**

WHO'S THE MOST SOFTEST?



CHARMIN

**"GUARANTEED: MADE FROM
REAL CLOUDS"**

**"LIFE BEFORE CHARMIN
WAS NOT WORTH LIVING"**

PREFERRED BY KARDASHIAN #1



ANGEL SOFT

**"EVEN THE DEVIL PREFERS
OUR SOFTEST"**

**"OUR ROLLS CAN GO BOTH WAYS,
OVER OR UNDER"**

PREFERRED BY KARDASHIAN #2



QUILTED NORTHERN

**"CANADA'S WIPE OF
CHOICE WINNER, EH"**

**"BEFORE BATTLE YOU ONLY
NEED 2 THINGS, BULLETS AND
QUILTED NORTHERN"**

PREFERRED BY KANYE

WHO DO YOU THINK IS MOST SOFTEST?

I THINK ANGEL SOFT IS MOST SOFTEST!

I THINK NORTHERN IS MOST SOFTEST!

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 BANISHED TO THE SEWERS, ALONG WITH THE WINNER!

I THINK CHARMIN IS MOST SOFTEST!

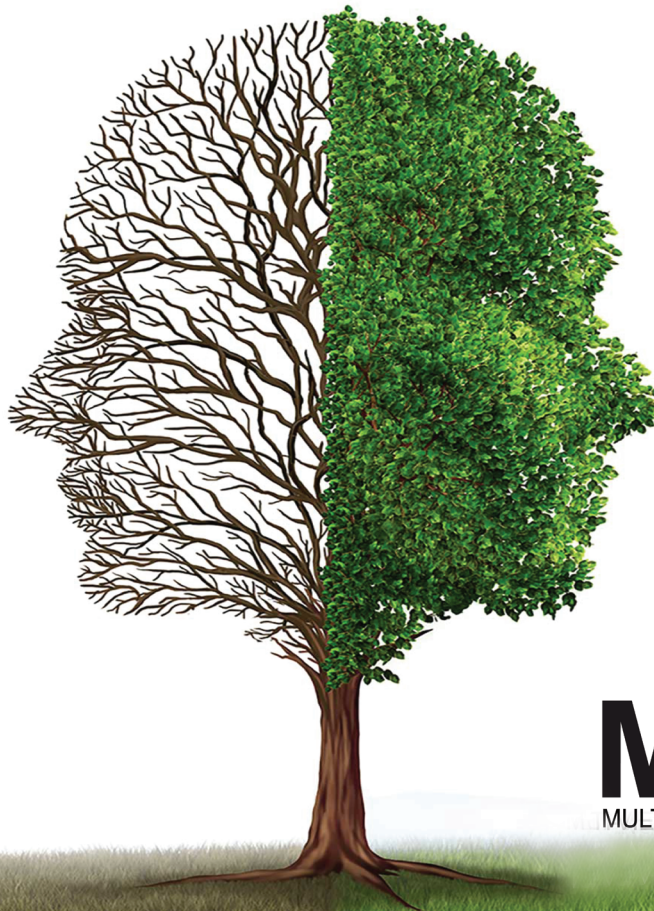
I THINK PINECONE IS MOST SOFTEST!



HOW TO TRANSFORM YOUR LIFE!

- 1. Just Change Your Attitude**
- 2. It Produces Better Thoughts**
- 3. Dominant Thoughts Change Beliefs**
- 4. Better Beliefs Create Better Actions**
- 5. Better Actions = Better Results**

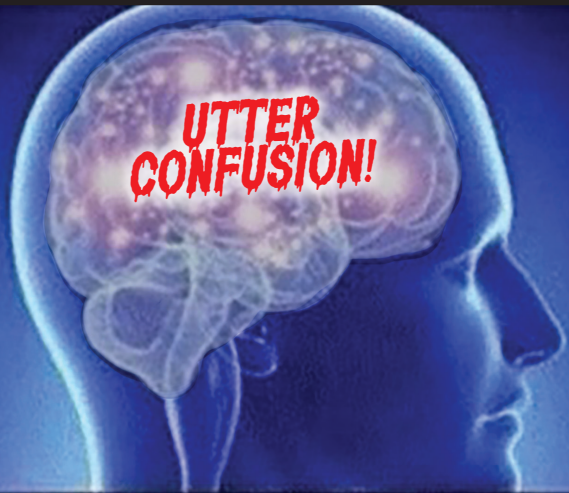
You Become What You Think About!



MVI 
MULTI-VIEW INCORPORATED

From the Ancient MVI Scrolls...
from cave #1B, scroll 12
Adventures in
Self-Help

No Perfect Visit



***Becoming Aware
of a Perfect Visit***

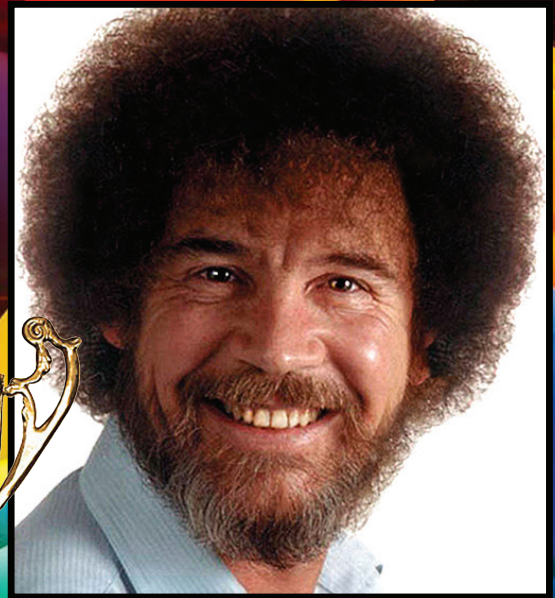
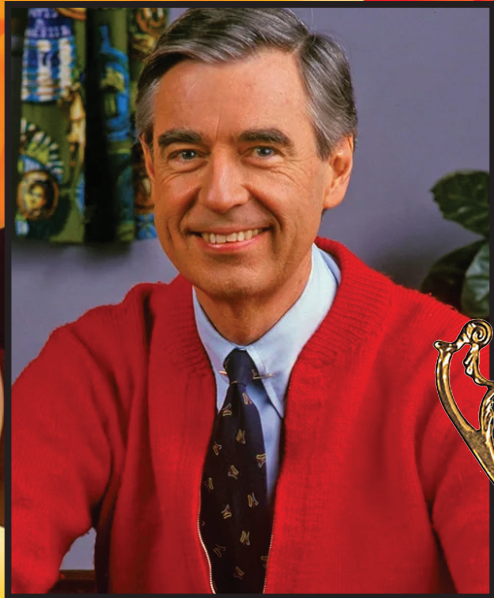


**Using the MVI
*Perfect Visit***



From the Ancient MVI Scrolls...
from cave #4, scroll 18

**Last Months
Most Nicest
Contest Winners!!!**



A Tie!!!
Both are Most Nicest!!

The cure for virtually all your
quality and financial woes



The
PERFECT
Visit™

CLICK HERE
for Video Links

THE CFO PROGRAM



COME JOIN US ON
THE MOUNTAIN TOP!

Flat Rock, North Carolina

OCTOBER 24 - 25



More Info
Click Here

MVI 
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16

CPE Hours

ABOUT MVI... MVI What???



What is MVI in 173 Words...

Perhaps no other organization has meticulously considered and cared enough about the Hospice and Homecare experience to breakdown and systematize everything from phone interactions to clinical visits to revolutionary bereavement to enormous utilization of volunteers to the economic welfare of the mission. After working with over 1,300 Hospices and Homecare entities, MVI starts with Benchmarking for professional perspective (quantification) and guides an organization all the way through the Model with its establishment of 1) Clear, 2) Impressive and 3) Sustainable Standards. Then via extraordinary People Development, an organization with near-flawless quality is created, where it can go days, sometimes weeks, and even “thousands of visits” between complaints, service failures or documentation errors. Economic results are often 200%-400% above average and are a natural byproduct of radically increased quality as organizations can easily flatten. This is the reality in the Hospice and Homecare world IF the practices of the 90th are adopted. In a healthcare world that is falling apart, there can be something that actually works... This can and should be your organization!

Common Questions:

All the Standardization and changing so many ways we are operating seems like a lot of work! It seems overwhelming.

At first that might appear so. However, one must recognize that with each “Smart Move” your organization 1) REDEEMS time and 2) reduces WASTE. We normally help an organization prioritize those operational moves that redeem time first, as that frees up human capacity for each subsequent move!



Do we have to do “all” of the Model? Can't we just do parts of it?

You bet! The search for Best Known Practices is continual...and no single organization has the whole enchilada! In fact, there are not too many Hospices or Homecare entities that do the entire Model. Most all are “in process” or select the practices they think that would be most beneficial or easy to do. Heck, anytime you replace an inferior practice with a better one, you're ahead!

Subscribing to MVI doesn't cost much, especially for larger organizations. How can we really be getting value for so little? How can you even throw in doing our Medicare Cost Report?

Ha! We have actually applied the practices we recommend and these moves radically decrease costs and increase efficiencies! The fact that MVI hasn't increased rates on any existing Network or Benchmarking client in 26 years says something... Its unheard of and is almost unbelievable! And all phone calls are answered within 3 rings by a real, live, competent person! SERVICE is King to us as old fashioned as that sounds! We also have learned how to spread our costs over hundreds and hundreds of organizations. This helps us keep our prices low.

Though Network and Benchmarking services are budget dust, Magic costs are actually a percentage of Net Patient Revenue. That seems like a lot of money!

It does until you really think about it... Look at it this way. If we help to implement Your Model and it increases Quality to the point that your Net Income is 200%, 300%, even 400% greater than what you are getting now...to us, that is good business! And what does it really cost you? NOTHING! The MVI costs are built into these economic results! It's like “paying for profit” or hiring a really, really super talented FTE! That super talent FTE creates so much value! This is really just a matter of looking at it differently! Almost like fees you pay for a super broker that makes you money with your investments in all market conditions, up or down! You STILL WIN!

YOU GET:

With Network:

- UNLIMITED Technical Support (all calls answered within 3 rings)
- Access to the E-Normous Library of Best Known Practices, Templates, Tools, Financials, Operational and Training Manuals, Videos, Audio Files, Perfect Visit IRMs and other cool products!
- THE PRACTICES!



- o Compensation Systems
- o Perfect Visits with Perfect Documentation
- o Perfect Phone Interactions
- o Creating Extraordinary Clinical Leaders
- o People Development Systems (System7)
- o Perfect Financials
- o How HR, IT, Education, Compliance are structured and work to truly support the front-lines of care and FLATTEN the organization like a pancake!



- Medicare Cost Report Preparation (1 Provider Number included with Network Services)

With Benchmarking:

- UNLIMITED support like Network...BUT you get the NUMBERS! Extracted on a monthly basis! So that you can precisely direct 1) Energy and 2) Resources! This is KEY to on-going, month-to-month management as it tells you precisely where to go to work!

With Magic!

- This is where MVI partners with you with “feet on the ground” and helps you implement Your Model and continually makes sure your organization is using Best Known Practices for the highest ideas known to humankind. Cultures are changed, lives are improved, Quality & Financials SURGE and it is great fun in the process!

The **Resources for KEY FRUSTRATIONS PDF**. This **high-value 56-page booklet** provides insight into obliterating or greatly alleviating the main frustrations of creating and running a Hospice or Homecare organization.

CLICK HERE!

CHECK A BOX

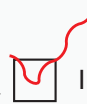
SIGN UP TODAY!



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!

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

TBA | 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

TBA | 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...

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Multi-View Incorporated Systems

www.multiviewinc.com

MVI Tough Training Schedule

Designing an Extraordinary People Development System

TBA | 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

TBA | VIRTUAL

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

TBA | 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

October 24th - 25th | 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>>](#)



Balancing Purpose and Profit...

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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.

- 📌 [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](#)
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