



FLASHPAGE

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The 4 Day Work Week for Hospice!

ANNOUNCING!
PROPRIETARY INFORMATION FOR MVI CLIENTS ONLY

A Compensation System for the Modern Workforce which SOLVES so many Hospice Issues!

TOUGH TRAINING: Compensation & the Model
June 16th – 10:01am EST

MVI has been creating Hospice Compensation Systems for DECADES! Compensation was really *the beginning of MVI*, and that well-documented, initial system, created in 1994, resulted in a 100% INCREASE in both Quality and Productivity at Hospice of Winston-Salem! It put Andrew on the national stage in Washington at NHO, and the response from that presentation was so incredible that Andrew formed MVI because of it! And, we have been building upon that foundation ever since! For 30 years!

But NOW there is something NEW...

Both *SuperPay* and *the Simple Compensation System* WORK, with clients realizing great success when implemented. But sometimes clients, understandably, get a bit weak in the knees with the Accountability wired into these systems! And let's face it, implementing a new or different compensation system is a BIG deal! It can be scary! But now, through a few Hospice "breakthroughs" combined with firsthand experience from the Hospices we help manage, backed by the sky-high mountain of data provided by MVI benchmarking, **the 4 Day Work Week or 4DWW Comp System is here!**

COMPENSATION & THE MODEL

Virtual Tough Training



June 16th
10:01 AM EST

CLICK HERE!

the excitement continues on next page....



This is a TRANSFORMATIVE and very ADAPTABLE system, not like any other! It has the "best" of the old, PROVEN methods, but introduces new, elegant "features" unlike anything we have ever introduced! And it makes sense to clinicians with an appeal to a "lifestyle" they desire! And it is totally attainable just by doing the Standards of the organization!

The UPSIDE of this system is EPIC indeed! Especially given its Proven ability in crowded Hospice Markets to 1) Attract Top Hospice Clinicians and 2) KEEP THEM! Not to mention getting your QUALITY to World-Class and SOLVING most of a Hospice's Documentation, Productivity, and Happiness/Moral issues!

This is indeed a revolutionary compensation system!

If you are interested, we are having our annual *Compensation & the Model* Virtual Program on June 16th at 10:01am EST! Register and see something NEW! The cost is \$1,600 per Hospice!

We are EXCITED TO SHARE!



COMPENSATION & THE MODEL

We can't wait to show you all the **NEW INNOVATIONS** in Compensation! And HOW they can be used to **SOLVE** so many common Hospice frustrations and problems!

You have to pay people anyway! Why not pay for Quality, High Productivity and to have Happy Attitudes!



Whoa!

REGISTER NOW!

The 2026 **Compensation & The Model** Virtual MVI Tough Training!

only!

\$1,600 PER HOSPICE!



June 16th, 2026 - 10:01am EST

Serving Homecare and Hospice,

The MVI Team

828.698.5885 • www.multiviewinc.com





EMPOWERMENT HOUR

FREE for MVI Clients
[CLICK HERE](#)

*With all the SCRUTINY,
NEGATIVE PRESS and FRAUD...*

How Do You PROVE

QUALITY



In this 45-minute Empowerment Hour, Andrew covers what clients are experiencing when the OIG agents show up!

The topic of “Proving you are a legitimate Hospice” as well as how you PROVE your Quality also comes into play as the agent’s “notice” the signs of Perfect Visit Quality being done! It is self-evident and they don’t waste any more time!

This message has so much to do with Quality! And it also contains some “insight” of how the public at large will be actively “seeking out” Hospices who do the Perfect Visit as they want the best for their Loved One!

[CLICK HERE TO WATCH](#)



Quality is WHAT a Hospice should be about!

Here's a good list with some "Directional Correctness!"

A Compelling **VISION** for 2026

To become EPIC! And learn to MARKET IT!

1. BECOME a **5 Star Hospice!** ★★★★★
2. Go "*thousands of visits*" without a single Screw-Up, Complaint or Documentation Error
3. Get Serious about QUALITY - MVI and its Six Sigma-enhanced practices – *i.e.* "*Perfect Visits & Phones*"
4. Simplify on all levels to create FOCUS! *i.e.* Simple Standards
5. Increase Volunteerism to 20-40% of all Labor!
6. **TOUGH** Certification Process for All Leaders & Employees
7. Get RID of Your Budget... Use NPR%! Manage to a pure Efficiency Variance. Immediately apply Best-Known Success Pattern/Practices.

The Model 
Balancing Purpose and Profit...



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

More HOPE for Hospice!

Following up on our prior article on HOPE for Hospice (link below):

https://mviwpmedialibrary.s3.amazonaws.com/wp-content/uploads/Flashpage_January_2026-The_Hospice_Aggregate_CAP-MVI_CAP_Services.pdf

Why is there more HOPE? Simply because the communication is much more better than we had in the early days between Hospice and CMS! Limited or bad communication when we were first required to have quality data initiatives was a very tough pill to swallow! In that spirit below are a few references and links to CMS that are providing information in a more timely manner.

Who knows... maybe all this data collection can be a win-win after all? So many leaders in Hospice fought uphill battles just to get us recognized as a professional industry. We needed that spirit so we could keep reimbursement at a fair level. We are recognized and funded enough for our mission... now let our Data continue to prove that we are the best end of life care option for America!

Onward and Upward,

David (with thanks to Melissa for the awesome articles showing FY 2028!)

the excitement continues on next page....

2. IMPLEMENTATION OF TWO PROCESS QUALITY MEASURES BASED ON PROPOSED HOPE DATA



COLLECTION

Section 1814(i)(5) of the Act requires the Secretary to establish and maintain a quality reporting program for hospices, develop and implement quality measures, and publicly report quality measures. In this final rule, we are finalizing the addition of two process measures no sooner than FY 2028 to the HQRP calculated from data collected from HOPE: **Timely Follow-Up for Pain Impact** and **Timely Follow-Up for Non-Pain Symptom Impact**. We will use the data collected from HOPE (see section III.D.3 on the proposal to implement HOPE and associated PRA), which a nurse would assess at multiple time points during a hospice stay to collect data related to patients' symptoms during those assessments. These two measures will determine whether a follow-up visit occurs within two (2) days of an initial assessment of moderate or severe symptom impact.

<https://www.federalregister.gov/d/2024-16910/p-211>

The screenshot shows the CMS website page for HOPE. The browser address bar displays <https://www.cms.gov/medicare/quality/hospice/hope>. The page has a breadcrumb trail: Home > Medicare > Quality > Hospice Quality Reporting Program > HOPE. On the left, a sidebar menu lists various topics under the 'Hospice Quality Reporting Program' heading, with 'HOPE' and 'HOPE Technical Information' highlighted. The main content area features the heading 'HOPE' and three sections: 'About this Page', 'Background of HOPE', and 'Objectives of HOPE'. The 'Objectives of HOPE' section contains a highlighted sentence: 'CMS finalized two HOPE-based quality measures.' Other highlighted text in the 'Background of HOPE' section includes 'will continue to collect information to inform the Comprehensive Assessment at Admission (CBE #3235) while gathering additional data to support new quality measures.'

<https://www.cms.gov/medicare/quality/hospice/hope>

MVI CAP Services

Because the Hospice Aggregate CAP is becoming an INCREASINGLY BIGGER issue with so many Hospices, with 24-25% expected to EXCEED CAP in the next year or so, and in thinking how we could be helpful, we're thrilled to introduce a New **MVI CAP Service** - designed to help Hospices committed to delivering outstanding patient care while staying financially strong and compliant.

Medicare's Aggregate Cap can pose real challenges, with the annual Self-Determined CAP filing, due by the last day of February. Exceeding the CAP risks significant repayment liabilities, but proactive management makes all the difference! CAP can "creep up" and "hit you" when you think you are safe!

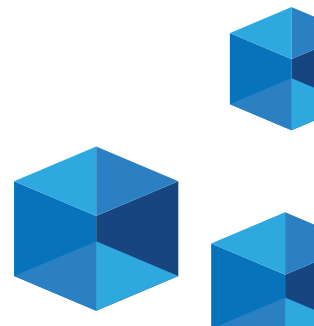
With MVI CAP Services, MVI will:

- Handle your **Self-Determined Aggregate CAP** processing and submissions accurately and on time.
- Provide ongoing monitoring, data analysis, and personalized consulting to track your CAP position throughout the year.
- Help identify risks *early* and implement strategies to keep you around your "Cap Target" and comfortably, but not overly, under the Annual CAP limit.
- If you are FAR UNDER CAP, MVI can help make recommendations to increase your LOS to get CLOSER TO the CAP LIMIT and thus provide a BETTER care experience due to increased time with the patient! It also makes *radical* financial sense as you can increase ADC *without* any additional admissions! YAY!

This specialized service is an **additional charge**, tailored to your needs, but know that *pricing is flexible and varies based on the level of support requested*—from straightforward CAP filing assistance to comprehensive, year-round monitoring and strategic guidance. Stay ahead of CAP pressures and focus on what matters most: Exceptional End-of-Life Care!

We currently have capacity to support a **limited number** of clients in this area, so don't hesitate to reach out if interested!

Contact Troy or Jim at 828-698-5885 or email us at info@multiviewinc.com!



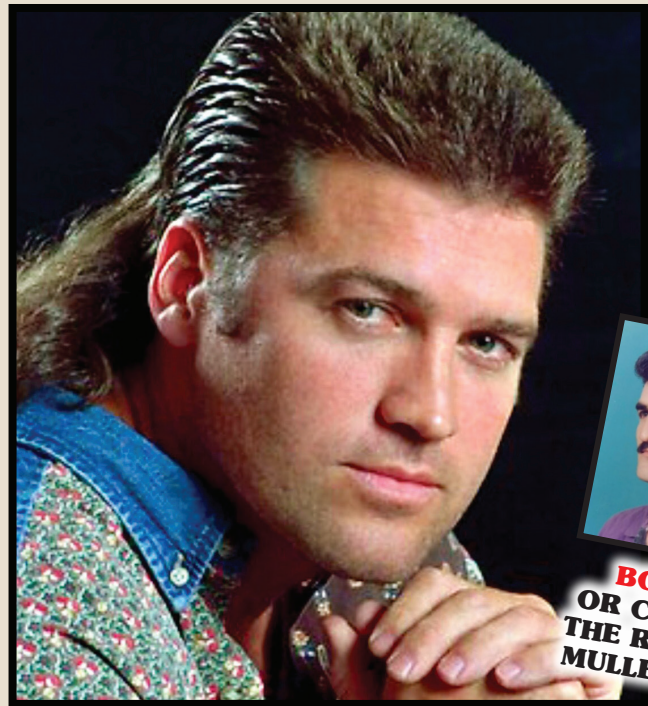
From the Ancient MVI Scrolls...

from cave #18, scroll 2

MVI wants
to know!

The MVI Best Mullet CONTEST

WHO'S MULLETTIER?



BONUS!
OR CHOOSE
THE RANDOM
MULLET GUY!

PATRICK SWAYZE or BILLY RAY CYRUS

"PAIN DON'T HURT" - ROADHOUSE

**"LIFE SURE HAS A SICK SENSE OF HUMOR,
DON'T IT?" - POINT BREAK**

"DON'T TELL MY HEART, MY ACHY

BREAKY HEART" - ACHY BREAKY HEART

"I DON'T THINK THERE'S ANY ACCIDENTS IN MY LIFE"

WHO DO YOU THINK IS MULLETTIER?

I THINK SWAYZES MULLET IS BEST!

I THINK BILLY RAY'S MULLET IS BEST!

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 IDENTITY OF THE LOSER WILL BE KEPT CONFIDENTIAL!

I CHOOSE RANDOM MULLET GUY!

Inspiration Page



I Try to Avoid These Words...

- ◆ Never...
- ◆ Always...
- ◆ Should...
- ◆ Must...

I prefer words or phrases such as...

- ◆ Perhaps...
- ◆ Often...
- ◆ Normally...
- ◆ I suspect...
- ◆ It seems...
- ◆ Probably...

To be “too” dogmatic...in belief or mind...is perhaps a bit arrogant...as no one has the whole enchilada... We are a creature made of protoplasm with 5 senses (6 IF you stretch it) to interpret and understand the world... Hope could we assume that we have the answer? And know ultimate “truth?”

However, to give people a little “space” or “gap” that there could be an exception or some aspect of something that has not been considered is, to me, a bit more honest...and real...and probably closer to the “truth”...

Often, I read my own writings and listen to my recordings and cringe! How arrogant of me! How ignorant! How could I be that full of myself? This pain or discomfort is GOOD! As it signals that perhaps I am learning a bit...and that there is hope, after all for me...

I hope this is helpful...

Serving from a place of Love for ALL Expressions of Life...

~ Andrew



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

June 16th | 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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MVI Tough Training Schedule

Designing an Extraordinary People Development System

TBA
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
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
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

TBA
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.

- 📌 [MARCH 2026 – QUALITY & LEADERSHIP – HOW DO YOU PROVE QUALITY](#)
- 📌 [JANUARY 2026 – THE HOSPICE AGGREGATE CAP – MVI CAP SERVICES](#)
- 📌 [DECEMBER 2025 – HOSPICE SUCCESS STRATEGY – EMPOWERMENT HOUR: HOSPICE CAP](#)
- 📌 [NOVEMBER 2025 – WE DON'T HAVE ENOUGH TIME – EMPOWERMENT HOUR: HOSPICE CAP](#)
- 📌 [OCTOBER 2025 – DIRECTIONAL CORRECTNESS FOR THE ASPIRATIONAL HOSPICE, WITH JIM!](#)
- 📌 [SEPTEMBER 2025 – WHERE SHOULD CFOs SPEND THEIR TIME? – “LESS IS MORE” – BUDGETING](#)
- 📌 [AUGUST 2025 – USING PRODUCTS AS IRMS WEBINAR – EMR COMPARISON REPORT IS OUT!](#)
- 📌 [JULY 2025 – PERFECT MEETINGS EMPOWERMENT HOUR – EMR COMPARISON REPORT](#)
- 📌 [JUNE 2025 – EMR COMPARISON REPORT – DEVELOP YOUR LEADERS](#)
- 📌 [MAY 2025 – HOW TO USE THE NEW MVI PODCASTS TO HELP DEVELOP YOUR LEADERS & MANAGERS! – SYSTEMATIZE YOUR BENCHMARKING](#)
- 📌 [APRIL 2025 – NEW EPIC MVI PODCASTS! – WHAT ARE THE PODCASTS ABOUT?](#)
- 📌 [MARCH 2025 – BLACK COVE/BIG HUNGRY FIRE – NBC NEWS W/ LESTER HOLT INTERVIEWS ANDREW](#)
- 📌 [FEBRUARY 2025 – BEST-KNOWN SUCCESS PATTERNS/PRACTICES – TONE FROM THE TOP](#)
- 📌 [JANUARY 2025 – MVI COURSES ON STANDARDIZATION – TONE FROM THE TOP](#)
- 📌 [DECEMBER 2024 – MAKE 2025 EPIC – ADVANCED BUSINESS SEGMENTS](#)
- 📌 [NOVEMBER 2024 – THE MVI “SIMPLE COMPENSATION PLAN” THAT WILL CHANGE YOUR HOSPICE – A GRRREAT WAY TO QUICKLY SIZE-UP CLINICAL LEADERS](#)
- 📌 [OCTOBER 2024 – HELENE – LESSONS & EXPERIENCES](#)
- 📌 [SEPTEMBER 2024 - QUALITY & GROWTH - WHAT'S IT ALL ABOUT](#)
- 📌 [AUGUST 2024 – WE DON'T HAVE ENOUGH TIME – GETTING SOME EDGE!](#)
- 📌 [JULY 2024 – CEO2CEO EMPOWERMENT HOUR – SHOW ME THE INCENTIVE – BENCHMARKING APPLICATION VERSION 24 – TRANSACTIONAL WORLD OF BALANCE](#)
- 📌 [JUNE 2024 – HOW TO BECOME A FIVE – STAR HOSPICE – WHEN DO THINGS HAPPEN IN AN ORGANIZATION – BENCHMARKING APPLICATION VERSION 24](#)
- 📌 [MAY 2024 – INSIGHTS FOR GROWTH FROM MEGA HOSPICES – QUICK SUMMARY OF MEGA HOSPICE](#)
- 📌 [APRIL 2024 – CLINICAL LEADERS – 70%ERS! – KENT BROOKS MAGICLITE – LABOR BREAKOUTS](#)
- 📌 [MARCH 2024 – OPERATIONALIZING YOUR MODEL – CEO AFTERPARTY 2024](#)
- 📌 [FEBRUARY 2024 – CEO RETREAT 2024 – LEADERSHIP & THE CEO – THE VALUE OF BENCHMARKING](#)
- 📌 [JANUARY 2024 – TROY GEHRKE CAP VIDEOS – EMR COMPARISON REPORT](#)
- 📌 [DECEMBER 2023 - SUCCESS STRATEGY – EMR COMPARISON REPORT](#)
- 📌 [NOVEMBER 2023 – EMR COMPARISON REPORT-BENCHMARKING DRILL DOWN FEATURE -](#)
- 📌 [OCTOBER 2023 – NEW MODEL NPR% – EMR REPORT IS BACK – THE TOTAL COST OF YOUR EMR](#)
- 📌 [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 & 1/2 HABITS HIGHLY EFFECTIVE PEOPLE](#)
- 📌 [MAY 2023 - What Happened to Customer Service - Most Nicest Contest - EMR Benchmarking](#)
- 📌 [APRIL 2023 – COST REPORT WARS – REVOLUTIONARY BEREAVEMENT – VIRGIN MUSIC DEAL](#)



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- 📌 [MARCH 2023 – SAFETY FIRST–GROWTH CAPABLE LEADERS – BEST BEE GEE CONTEST](#)
- 📌 [FEBRUARY 2023 – TRUE SCIENCE – DOUBLE SHOT VIDEO LINKS – GROWTH](#)
- 📌 [January 2023 – Modern Scarelines – Tough Training Schedule 2023 – Your Compensation System](#)
- 📌 [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 & Stop Your Inpatient Unit Losses - You Should Care About What People Think](#)
- 📌 [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 – Clinical Manager's Toolbox – Kent Brooks Wins Hospice Award](#)
- 📌 [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!](#)



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