



FLASHPAGE

INSIDE

Admissions Reimagining.....	Page 1
4-Day Work Week Goals/Outcomes....	Page 2
More HOPE for Hospice.....	Page 5
MVI Contest - Coolest.....	Page 7
Inspiration Page - "Value".....	Page 8

Admissions Reimagining from the Patient Chair!



This ultra-practical webinar addressed many of the “clunky” aspects of the Admission Process! Nancy Mueller shared great insights into this critical and essential function! And Andrew was in attendance during the Question and Answer section.

The Admission process, for many patients and families, can be a torturous event, with many “new” people coming into their lives and homes, introduction of a lot of material/information, and taking a LONG time, leaving people “overwhelmed.” This Empowerment Hour addresses many of these things.



CLICK
HERE

The MVI Yearly COMPENSATION SURVEY



8/15/26 Deadline!
(results sent in September)

CLICK HERE!

On the business end, even adding an additional admission every day with a World-Class, yet speedy Admission adds up! And in a competitive environment, the FIRST HOSPICE ON THE SCENE WINS! So, SPEED matters in Hospice! And TIME is what matters to patients and families. Let's give patients and families the World-Class care they deserve!



EMPOWERMENT HOUR



From Ruins to the 95th Percentile at Lightning Speed!
A REAL World Example!



The excitement starts:
1:01pm EST

FREE for MVI Clients
CLICK HERE

**August
20th**

Presenter:
Andrew Reed
MVI CEO



The-4 Day Work Week UPDATE!

Realize WHAT you are INCENTIVIZING with the 4DWW! What You are AIMING For!

Video, Manual, Slides, and Templates –
NOW AVAILABLE for those who were unable to attend!

CLICK HERE!



The *Annual Compensation & the Model* webinar, featuring the NEW and REVOLUTIONARY **4-D Work Week (4DWW)**, happened on July 21st! It was EPIC! And of course, it is available for those who were not able to attend, still for the mere price of \$1,600. A mere pittance in relation to the VALUE of effectively addressing Compensation, one of the most powerful DRIVERS of 1) What gets done and 2) What doesn't get done! Achievement in an organizational context!

(photo taken at rollout of 4DWW West Virginia)



Here is the point:

Compensation work is perhaps the most important work with the Highest Value an organization can do! And that MVI, in 30 years of benchmarking, has NEVER seen a Hospice get to the 90th percentile long-term without implementing creative compensation systems.

A bold and sobering statement for sure. But TRUE. In our view, an organization should ALWAYS be working on its comp systems. Compensation is your #1 cost (60-70%) as well as how EVERY gets done!

The late Charlie Munger perhaps said it best...

“Show me the Incentive, and I’ll show you the Result.”

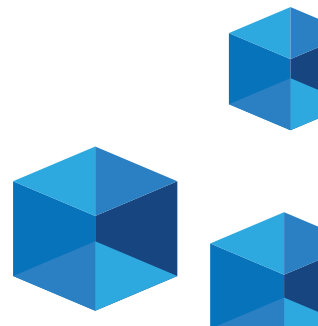
He and Warren Buffett did pretty well in our opinion!

What are the payoffs of effectively addressing your Compensation “Structures?”

Yes, “structures,” as our Success as an organization is largely “Structurally Dictated.” To get the motivation and perhaps courage to “power through” and implement a compensation system, it is an excellent idea to keep your PAYOFFs in mind! Here are quite a few! And one truly astonishing thing is how many things (like documentation issues) are IMMEDIATELY (within the 1st or 2nd pay period!).

- **Increased Quality**

- o CAPHS
- o Documentation (IS SOLVED IMMEDIATELY IN ONLY 1 to 2 Pay Cycles!)
- o Patient/Family Experience (IS IMMEDIATELY IMPROVED)
- o Karma! Spiritual Merit! Blessings of God!

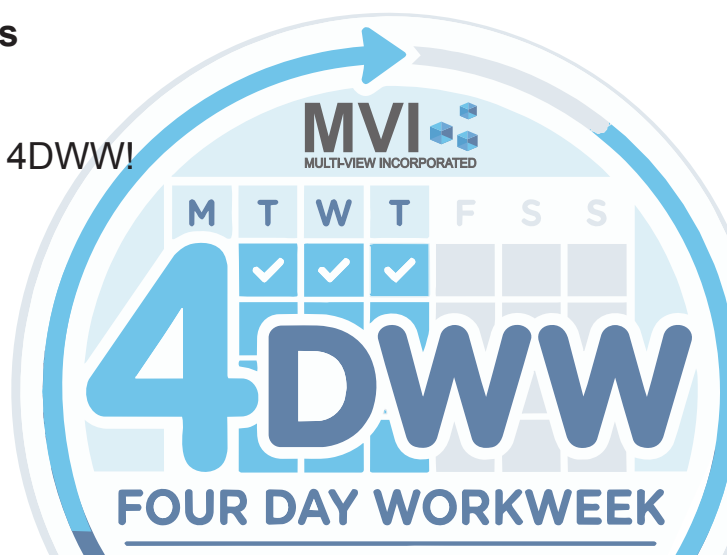


- **Increased Productivity (IS IMMEDIATELY IMPROVED)**
 - o Reduction of sheer WASTE!
 - o ReFOCUSING people on Value!
 - o Decreasing LONG Visit Times if that is an issue
- **Increase the Attractiveness of the Organization**
 - o Increasing the recruitment of talented clinicians for GROWTH and to replace “Non-Believers”
- **Make Management EASIER! Quality COSTS LESS!**
- **Flatten Indirect Labor Costs**
 - o You just don’t need a bunch of people “lording over people” – reviewing everything.
- **Increased Team Size of Clinical Leaders**
 - o A No-Brainer! The bigger your Team Census (managed to the Margin Standard), the BIGGER your paycheck! Simple!
- **Cleaning Up the EMR and Sloppy Documentation Practices**
- **Getting Rid of Non-Authorized Devices**
- **Getting more Precise Data**

But let’s add even more reasons WHY to work on comp systems!

- **Get Rid of Overtime**
- **Reduce Call-Offs**
- **FILL the Inpatient Units with GIP**
- **Increase Same Day Admissions**
- **Incentivize On-Call visits for non-dedicated On-Call staff**
- **Incentivize Facility or Nursing Home patients**

ALL of these are accomplished “elegantly” in the 4DWW!



PERFECT PHONES ARE THE FRONT DOOR OF YOUR HOSPICE



We can't wait to show you how **PERFECT PHONES** from **MVI** can be used to **SOLVE** so many common Hospice frustrations and problems!



CLICK HERE



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>

Hospice Quality Reporting Program

- Hospice QRP Announcements & Spotlight
- Current Measures
- HQRP Requirements and Best Practices
- Provider and Stakeholder Engagement
- Quality Measure Development
- HQRP-Training and Education Library
- CAHPS® Hospice Survey
- HIS Technical Information
- HOPE**
- HOPE Technical Information

HOPE

About this Page

This page provides information and resources specific to Hospice Outcomes and Patient Evaluation (HOPE), the new assessment tool for hospices. On this page are direct links to the HOPE tool item sets, the HOPE Guidance Manual, and related materials. News related to HOPE activities (such as OMB approval) is also posted here.

Background of HOPE

The Centers for Medicare & Medicaid Services (CMS) developed the new patient assessment tool to replace the Hospice item Set (HIS) as part of the HQRP. HOPE was finalized in the in the FY 2025 Hospice Wage Index Final Rule (CMS-1810-F). To access the FY2025 Hospice Final Rule, use this link: [Hospice Final Rule: Hospice Regulations and Notices | CMS](#).

HOPE will provide assessment-based quality data to enhance the HQRP through standardized data collection, provide a better understanding of patient care needs, contribute to the patient's plan of care, and provide additional clinical data that could inform future payment refinements. CMS retained key items from the HIS in HOPE v1.0 and **will continue to collect information to inform the Comprehensive Assessment at Admission (CBE #3235) while gathering additional data to support new quality measures.**

Objectives of HOPE

CMS finalized two HOPE-based quality measures. Additional quality measures may be developed in the future based on data elements added to future versions of the tool. More information about the development of quality measures can be found on the [Quality Measure Development](#) webpage.

HOPE is expected to provide hospices with information to help them identify opportunities to adjust their practices and improve patient- and agency-level decisions about the care they provide. Furthermore, patients and their families will be more informed about the hospice they choose based on potential public reporting of the HOPE assessment-based quality measures.

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

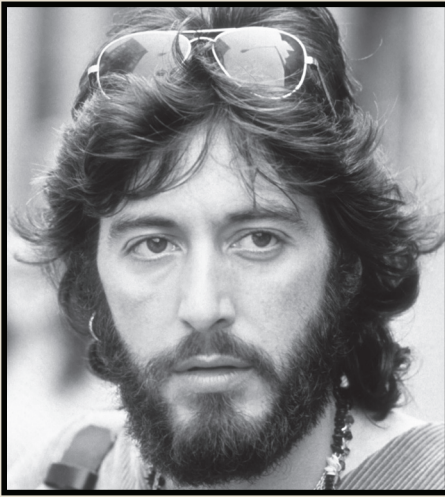
From the Ancient MVI Scrolls...

from cave #27, scroll 17

**MVI wants
to know!**

The MVI Cooolest Contest!

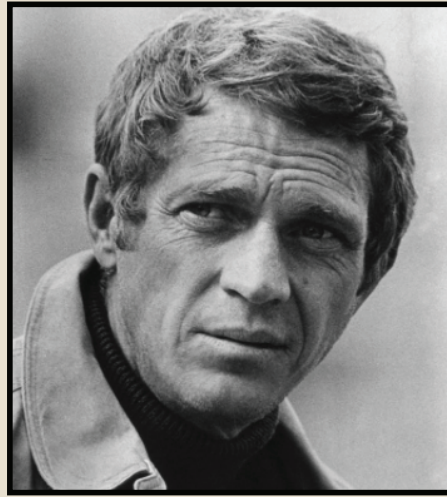
WHO'S THE COOOOLEST??



AL PACINO

"I ALWAYS TELL THE TRUTH. EVEN WHEN
I LIE." - **SCARFACE**

"FREDO, YOU'RE MY OLDER BROTHER, AND I
LOVE YOU. BUT DON'T EVER TAKE SIDES WITH
ANYONE AGAINST THE FAMILY AGAIN. EVER."
- **THE GODFATHER**



STEVE MCQUEEN

"LOOK, CHALMERS, LET'S UNDERSTAND EACH
OTHER... I DON'T LIKE YOU." - **BULLITT**

"ANY GIRL THAT WOULD DOUBLE-CROSS HER
OWN FATHER, THAT'S MY KIND OF WOMAN." -
THE HONEYMOON MACHINE



TROY GEHRKE

"THE VERY DEFINITION OF COOL..."
- **CONCENSUS OPINION MAGAZINE**

"COST REPORTS DON'T MAKE ME SWEAT!"

"NEVER HIRE A SMART GUY... BECAUSE
THEY CAN'T LEARN!" - **MVI LEGEND**



WHO DO YOU THINK IS COOLER?

☐

I THINK PACINO IS THE COOOOLEST!

☐

I THINK MCQUEEN IS THE COOOOLEST!

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 HOMBRE TROY AS THE COOOOLEST!

Inspiration Page



The Topic of VALUE

The topic of Value...is "Valuable!" Why? Because Value or the Pursuit of Value runs our Lives! It guides our actions! It is a type of motivator...and creates movement and Energy! Yet, Value is an idea... We tend to move towards Value...

Put bluntly, Value is a projection... Or we can say that we "place value" on things... Consider the Crown Jewels... In economic value, people are willing to pay millions, hundreds of millions, maybe more for these sparkly objects... Yet, if given to a child, he or she might play with them for a few minutes, and then they'd be playing with a cardboard box... Value is a projection or an opinion...

What is the formal definition of Value?

noun

1. the regard that something is held to deserve; the importance, worth, or usefulness of something.
"your support is of great value"

Similar: merit worth usefulness use utility practicality advantage ▼

2. a person's principles or standards of behavior; one's judgment of what is important in life.
"they internalize their parents' rules and values"

Similar: principles moral principles ethics moral code morals ▼

verb

1. estimate the monetary worth of (something).
"his estate was **valued** at \$45,000"

Similar: evaluate assess estimate appraise assay rate price ▼

2. consider (someone or something) to be important or beneficial; have a high opinion of.
"she had come to value her privacy and independence"

Similar: appreciate rate (highly) esteem hold in high esteem ▼

So Value in scrawny language is both a noun and a verb...a thing and an action.

7 Categories of Value

1. **Survival Value**
2. **Utility Value – Makes Life Easier/Productivity – Use Value**
3. **Economic/Money Value**
4. **Entertainment Value – Excitement**
5. **Aesthetic Value – Beauty & Art**
6. **Happiness Value – Delight/Satisfaction**
7. **Meaning Value – Deep Satisfaction**

Here is a list of at least 7 possible categories of Value. Some lines can blur, but it's a good start! Take anything and put it against this list! What a person will likely find is that things like Gold and money don't tick off that many categories. Things like a home or food do! Throw in Mom's Meatloaf or Art or Beauty...and we're talking DEEP about Value...a motivator for so much of our lives!

We hope this helps!

*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

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...

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

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

©Copyright 2023

Multi-View Incorporated Systems

www.multiviewinc.com

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 through 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>>](#)



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

©Copyright 2023

Multi-View Incorporated Systems

www.multiviewinc.com

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.

- 📦 [MAY 2026 – ADMISSIONS REIMAGINING FROM THE PATIENT CHAIR – 4 DAY WORK WEEK](#)
- 📦 [APRIL 2026 – COMPENSATION & THE MODEL TOUGH TRAINING – “HOW DO YOU PROVE QUALITY”](#)
- 📦 [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”](#)
- 📦 [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](#)
- 📦 [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](#)
- 📦 [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](#)



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

©Copyright 2023

Multi-View Incorporated Systems

www.multiviewinc.com

- 📖 [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!](#)