

FLASHPAGE

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

SEPT 2021

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TAKE YOUR HOMECARE & HOSPICE
TO ELEVEN!



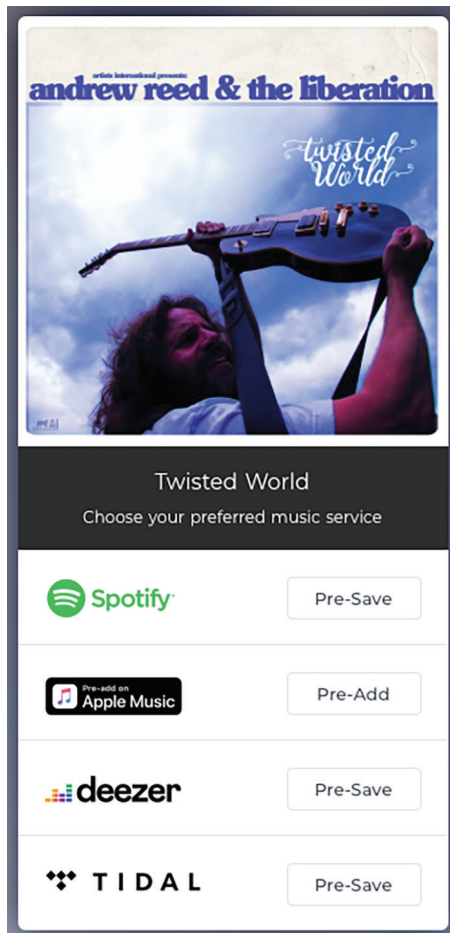
**DESIGNING AN
EXTRAORDINARY
PEOPLE DEVELOPMENT
SYSTEM - CLICK HERE**

Virtual Training - November 2nd,
2021 at 10:01 am - 6:01 pm

Universal Music Has Asked For The Hospice World's Assistance! Whoa!

*"Twisted World?" – With the largest
music company in the world? Whoa!*

Somehow the "Sovereign of this Universe" have me in a strange position...at a strange phase of my Life...with a strange puzzle to work out... I have a major label recording/distribution deal for my music (Universal Music Group) AND I am devoted to Hospice work... Hmmm... But like the cool, spontaneous "unfolding" of Life, all resolves into a major chord! The answer is not "either or" but BOTH!



**Get On The
Liberation Train!
Click this link to
Pre-Save the
new single
"Twisted World"**

CLICK HERE



UNIVERSAL MUSIC GROUP



When you think about it...Hospice and Music are not that far apart... And in fact, many Hospices use music all the time...music therapy, at galas and events, clinicians in their speedy cars blasting AC/DC going from one patient to the next... We are surrounded by music...as most people LIKE and ENJOY music... Why? We like rhythm I suspect... probably because we are all vibrations... Hopefully GOOD VIBRATIONS! Ha! The Beach Boys were spot on! Anyway, I have a vision of how we can use this opportunity to raise the awareness of our radical and misunderstood Movement! People are INTERESTED in the Hospice part of my journey as I discovered when I was interviewed on the *Acoustic Café* and at other recent events. Well... why not ride this horse if it is ready for its saddle? I will do my best here to represent us well...as compassionate, innovative and cool! And that we do PROFOUND work... Perhaps WE could bring some additional recognition to this! This is worth a shot! And believe it or not, in doing this, **I am still teaching...and part of effective teaching is making it FUN, being Interesting and Living as inspiring of a life as one can...something we all can do! I mean, if we don't get that Hospice is about Living...then we've lost the plot! Also, I would LOVE LOVE LOVE to know your thoughts on this! What can "we" – all of us – do with this?**

You know where to find me!
areed@multiviewinc.com

As part of a strategic music plan, virtually all of my former music has been pulled down from the internet (except for some YouTubes). This is part of a total "rebranding" campaign. Therefore, I (we) are starting from ZERO on all music platforms....which won't stay that way long! They only want the "mystic" Hospice Rocker guy...at least for now! Which means all I have to be is myself! Ha!

The first single from the album, *As a Bird of the Air... - Twisted World* – is scheduled to be released on October 1st. WorldSound/InGrooves/UMG have asked us to see how many Spotify Pre-Saves and additions to Spotify Playlists of *Twisted World* we can get in the next couple of weeks or so! This triggers more heat and support! So here is the idea! Let's have some FUN with this! Let's see how many Pre-Saves we can get on Spotify! And how many Playlists we can get the Pre-Save added to! (Adding a Pre-Saved song to any playlist is doubly good!)

It would mean a lot to me if my Hospice Friends would be part of this journey... more than you know......and if you could share the InGrooves Link below or get this Flashpage out to your folks...family, music lovers, and other groovy people, that would be the BOMB! And I will owe you... If you get your Hospice folks or others behind it, we'll ship you a bunch of CDs, LPs (yes, Vinyl), posters and cool stuff in our NEW Amazing MVI Black Boxes! And we'll also put in a NEW COOL MVI Patient Chair Band (see it on page 4)! And perhaps I could even do more Hospice events...! Also, know that it's not just about me as an artist... Artists International (our label) is also now a Universal Music Group label! This means that we can sign other artists...so we will have a roster of artists to multiply and amplify the Hospice message and great work we are doing! Pretty cool!

Here is all there is to it!

1) On Spotify Pre-Save the song, Twisted World. People can get Spotify either Free or pay for the no-commercial Premium service as well). If they Pre-Add on Apple Music, that is super great too!

2) Even Better – Add the Pre-Save song, Twisted World to ANY playlist! And if you don't have a playlist, you can easily create a quick one!

It's also great if they would follow us on Spotify or any Social Media platform, but if we get any of the above, IT IS GOOOOOD! And amazing things will be triggered!

Twisted World will be released Friday 10-1-2021.

Just so you know...most all modern record labels do this type of thing - usually done by a bunch of interns!

Below is the InGrooves (Universal) link to the Pre-Save of *Twisted World* to send to folks or to post on Social Media!

<https://ingroov.es/twisted-world-3g3n5>

When posted, this will bring up a graphic interface to Spotify, Apple, Deezer and Tidal pre-saves right now. This same link will be populated with additional pre-saves as the song ripples through the Universal system! But it is the Spotify and Apple that are important!



Balancing Purpose and Profit...

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"Andrew, won't this will it take away or diminish your Hospice work?" No...but rather ADD TO IT... I have been doing this already for a LONG time! And balance it pretty well! Plus, I don't have to play the same game in music like others...I have a slightly different life...and world-view... If all I did was music...I would feel incomplete and frankly get bored... Hospice is stimulating, interesting and intellectually challenging work as we are dealing with complex Human Organizations, with HUGE numbers of personalities, ideas and consciousnesses... What could be better! I NEED my Hospice Interests...but I am also a wild musician by nature...

Regarding some of the singles to be released, here is what a few music industry insiders have to say...

"Twisted World, Strangers and If All the World Were Right may be the anthems or soundtracks of this time. People are frustrated and feel the world is in chaos...and these powerful songs speak to the times..."

Warren Wyatt, CEO – WorldSound
Adam Mills (UK) – American Artiste

Thank you for your consideration of this...from the bottom of my heart... I love you all more than you will ever know...

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

~ Andrew



Selling Your Culture!!!

Even More on the Attraction & Retention of Clinicians and Stopping the Winey about it! (But I like wine Andrew!)

OK! 2 of the last 3 Flashpages have focused on the Attraction & Retention of Talented Clinicians... (Talented, not-Untalented Clinicians as you are better off without them!). We are trying to be as helpful as possible in this area because we know so many of our clients are suffering...and most often, quite unnecessarily as you have the POWER to remedy this or at least significantly reduce the pain!

A lot was written about the "culture" or "work environment" and creating and replacing it with an "attractive" one. Well, what has been done? What has been implemented? Case in point: I am highly involved with a particular Hospice now, doing Magic, personally helping them implement their Model (Best Known Practices) in a large metropolitan city with expansion sites going into more rural areas as well. Are we having issues "finding" and "attracting" talented clinicians (and I mean...TOP-RUNG TALENTED!)? Not a bit! In fact, they are "flocking" to us... Why? Easy answer... Because we are a really attractive alternative to the other employment options! We are providing an electric, spiritually-oriented, enlightened culture that is NOT available elsewhere... The Vision is smoking hot! We are on a MISSION! And you can FEEL IT! And where is this "High Vibe Tribe" FEEL coming from? The Executive Leadership AND the Extraordinary Clinical Leaders! The 70%ers! This makes perfect sense! But the kicker is that YOU, the Leader, have to become Electric, Enlightened and Spiritually-Oriented...and be able to SELL THE CULTURE! So there is a lot to attribute here to the development of great skill in Salesmanship! In fact, great Salesmanship will solve more conflicts, employee issues and Attraction/Retention problems than one realizes! (And by the way, Salesmanship is Teaching...!)

And at this Hospice I'm referring to, we smoke-out unconfident clinician prospects using the compensation system...and thus, only get highly confident clinicians as the pay system emphasizes performance rather than base pay.... Mature clinicians get this if explained well, and WANT to work with an organization with a FAIR and

continued next page

the BEST paying compensation system that REWARDS their intelligence, professionalism and great work. And we use MONEY to teach Spirituality! "Gulp..." - many of you are thinking... Ha! The Nazarene used money in approximately 1/3 of his recorded teaching parables. Pretty good teacher I'd say! In fact, I'd say there is something to it...that there is "directional correctness" in this example!

Most Healthcare Cultures are **BORING...!** And in this fact, IS your Opportunity!

At least the Hospice I'm working with on this and I like the RESULTS... It is something to think about... And ANYONE can do it if you set your "intention" in this direction!

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

~ Andrew



NEW Cool Patient Family Chair Bands!



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From the Ancient MVI Scrolls...

(in our desperate attempt to increase readership! Hah!)

ANCIENT WISDOM

Don't keep the Preparation H in the same drawer as the toothpaste..."

Cave 13

Scroll 47



MVI Fast Facts!

- 25 years in business!
- Has served over 1,300 Hospices and Homecare Organizations (primarily in the United States)
- Has never increased rates on any Network or Benchmarking client for core services (keeps cost LOW for clients as costs are spread through sheer client volume)
- Service! Has gone as long as 4 ½ years without a single phone call not being answered within 3-rings (2 years in the average between Non-Standard)
- Only 1 meeting a week at **Eight38** on Thursdays
- Actually uses the same Best Known Practices it discovers and recommends to clients (Insight gained from monthly benchmarking 819+ Hospices extracting 898 data-points with 922 cross-calculations)
- Has no dedicated Indirect or corporate positions like CEO, CFO, HR, IT, etc. (all administrative functions are distributed/integrated with Front-Line work)
- Staff create their own position titles to help each shape their self-perception
There are no job descriptions as they are not needed
- People promote themselves and set their own pay...without limits regarding the amount
- "Simple and Elegant" operational processes and standards are used
- All "leaders" are working leaders... "Leading from the Front" serving clients, Modeling the Behavior/Performance we need as "you get the behavior and performance you model and reward"
- Typical client is retained, pretty much indefinitely... decades...
- Turnover of Staff, less than 5% (it takes approximately 2 years for a new hire to learn what we need them to master)
- Uses **SuperPay** to find highly confident, accountable, talented and action-oriented employees that need very little supervision (Low Base/High-Unlimited Productivity Incentive)
- Maintains Operating Margins 400% greater than typical companies
- An "enlightened culture" for spiritually-oriented people that want "conditions for success" for personal and professional growth and ultimately, Personal-Realization



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How to be “Successful” in this World...

“Success” – What is it? Well it is certainly more than money...or status...Although society and our peer groups hypnotize us of what “success is supposed to be” and keep us feeling inadequate through pointing out our “lack” in order to get us to “buy” things... Real “success” is an inner state of completeness, wholeness, feeling that you are lacking nothing, total integration with all... Pretty deep! However, money and status are cool motivators...and I’m not trying to demean them...but they are not the whole enchilada...

There may be really only 3 main steps in my humble opinion...

1. Move in a Direction that Gives You Energy
2. FOCUS on that Direction and Spend 5 Years (or more) Learning EVERYTHING about it!
3. Hitch Your Wagon to a WINNER! You will need the help of others.

In 5 years of intense FOCUS, one will usually find themselves in the top 5% of their field or profession by simply using the first 2 steps, greatly aided by the 3rd point. Most people, even “professionals,” know surprisingly little about the work they do. I have found that the majority of people’s “actual knowledge” about the work they do is usually quite superficial and shallow. And when I say “everything,” I mean everything you can learn about it. This FOCUS is a trait of the most successful people that have ever lived on the planet. This is also why Step-1, *Move in a Direction That Gives You Energy* is so important. If your direction or topic is not of *genuine interest* to you, you will quickly tire of it. Without this level of interest, you will not be motivated to keep going and going, deeper and deeper into your topic, discovering all that is known about it from the preceding efforts of others as well as asking and seeking answers to your own deep technical and philosophical questions to understand it more. You want to learn the nuances and the subtleties as well as see the big picture and the possibilities. And you can pretty much pick ANY direction... Every topic is on the table...because if YOU are interested in it, the likelihood of others being interested in it too are extremely high!

Move in a Direction That Gives You Energy is just about that...Movement! Life is Movement and a constant oscillation of Energy, Up and Down or change. Time is always moving... All is movement and change... Thrown into the mix is that you have the “gift of personal will.” You have a “will” – a means of setting your intention that allows you to play a role in impacting things, both inside of yourself as well as the external world... This “internal direction” comes primarily in the form of “Thoughts” – the intangible vehicle of creation whereby all tangible reality comes into existence. When one sets his or her Direction, your predominate thoughts naturally gravitate to that topic/direction...Life becomes “viewed” through the perception or “lens” of that Direction...and you notice or become “conscious” or “aware” of things that will be beneficial and move you closer to your destination/direction.

This basically explains why most people don’t achieve the “success” they want or become the people they desire to be... They don’t know what they want to be or don’t know what they want really... Thus, they have no driving direction with which to FOCUS their Energy/Life. You can perhaps say they don’t have a “big enough” Vision to motivate themselves to *really get with it* and put in the time, energy and effort! Or that they don’t want it badly enough...

Realize that **YOU PROMOTE YOURSELF!** That through effort, whether working for yourself or with a company, YOU ARE THE MAIN FACTOR, not the environment or external or the boss. By “going the extra mile, really mastering what you do, doing much more than what you are currently being paid to do, YOU make yourself so valuable to an employer that they feel they can’t get along without you and that your absence would really hurt the value of the company... They can’t let you go! But you have to “put the wood in the stove” before you will get the heat... This usually involves putting in “massive” amounts of time and energy with which you are not immediately getting paid in terms of money. But I assure you, you will ALWAYS get paid... It is a balanced and fair world...and all things come into balance... I put in so much time when working for employers that they didn’t know what to do with me except promote me...and quickly! I have found that even if you are producing brilliant ideas and work, it takes time... Time is the price you pay for promotion and “success”...

Hitch Your Wagon to a WINNER... This advice was given to me by one of the most successful people I've ever known...and it has proved to be valuable, over and over again. In essence, if you find someone that is doing well, join yourself to that person or organization. As no individual is an island, we need the help of others to do something on any material scale. "Successful Others" have already developed successful habits and thinking...and if one is humble, their habits and thinking will rub off on you! Also, you will participate in the successes that these individuals create! Of course, you have to be contributing value so that the relationship is mutually beneficial, as there is no healthy relationship without both sides putting in value. You get "into the stream" of these successful people and WALA! I try to link myself with the most successful people I can in any area of interest, whether it be the arts, business or how to be happy. Enthusiasm and a GREAT "Can Do" ATTITUDE are key in endearing people to want to work with you!

What is "Success?"

What do we mean by "success?" To me, the best descriptions are: To Self-Actualize, Complete Self-Acceptance, Personal Liberation, Integration with the All-ness of Life, To Do Your Specific Function in the World, Feeling Complete/Lacking Nothing, To BE YOU! What else could really be expected of anyone except for them to be themselves? The world doesn't need another you! Each of us are unique and are of essential value to the operation of this planet and this universe or else we wouldn't exist...! This helps to explain how all things have come into existence...all beings, each with a different and unique consciousness...and that there is purpose and delight in all expressions of Life...

I hope this is helpful... *Serving from a place of Love for ALL Expressions of Life...* - Andrew ~



TAKE YOUR HOMECARE & HOSPICE

TO ELEVEN!



**DESIGNING AN EXTRAORDINARY
PEOPLE DEVELOPMENT SYSTEM**

Virtual Training - November 2nd, 2021 at 10:01 am - 6:01 pm

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.

- 📁 [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! – Hospice A Spiritual Business](#)
- 📁 [January 2021 – 3 Evidences of Best Known Practices – Develop Perhaps the Most Essential Skills in Your Clinical Leaders](#)
- 📁 [December 2020 – DOWNLOAD Perfect Visit Step Modules & Videos for Your Relias or other LMS – Life-Changing PDFs on the MVI Website – NEW 2021 Tough Training Dates](#)
- 📁 [November 2020 - Medicare Advantage Power Point: The Emphasis on Quality - Becoming a Teaching Organization 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!](#)
- 📁 [September 2020 - “We Don’t Have Enough Time to Implement Best Known Practices. We have so many things we’re trying to do now...” – Sign-up for The The Extraordinary Clinical Manager Virtual Tough Training now!](#)
- 📁 [August 2020 - Hospice Groups for Medicare Advantage and Other Purposes – Client Testimonial from Northern Illinois Hospice – Sign-up for The CEO Virtual Retreat now! A massive value at only \\$500!!!](#)
- 📁 [July 2020 - Hospice Turnover: “Your work is far too important for poor performance” – Hospice of the North Coast and COVID-19 & MVI – Compensation is Part of the People Attraction and People Retention Processes – It’s 2020! Don’t do a Traditional Budget!](#)
- 📁 [June 2020 - Hospice Operational Comparisons by ADC – Cedar Valley Hospice Wins National Gallup Exceptional Workplace Award – MVI Webinar: The Simple Way to Manage a Hospice on a Month to Month Basis for TOP Results! – June 23 @ 1pm – Register Now](#)

- 
[**May 2020** - Hindsight is 20/20 – Benchmarking System Vendor Updates – MVI Webinar: How Hospices have Decreased Turnover to 5% and Attract Top Talent! With Covid-19 showing us a Few Things – May 12 @ 1pm – Register Now – Dramatically Raise your ROI](#)
- 
[**April 2020** - What is the Best Hospice Operational Strategy during Covid-19? – Telehealth – Now and in the Future... – Regional Differences of the Impact of Covid-19 – MVI Webinar: The Best Hospice Strategy...NOW! Tues-day April 28 at 1:00 pm EST – Register Now](#)
- 
[**March 2020** - Regional Differences of the Impact of Covid-19](#)
- 
[**February 2020** - 2 Helpful Ideas for CEOs: Directional Correctness and Pattern Recognition - Operational Info on Palliative Care Financial Success! Plus Home Health! - Register Now for Our Upcoming Inpatient Unit Tough Training on April 6-7](#)
- 
[**January 2020** - What has changed in the New MVI Model? - Benchmarking - The Value of Benchmarking - Technical Aspects of the MVI Benchmarking System](#)
- 
[**December 2019** - Breakthroughs in the Compensation System Implementations - MVI Tough Training Schedule - New Model NPR%s in January 2020, Especially for Hospice IPUs!!! - Modular Visit Steps](#)
- 
[**November 2019** - Cross-Training Indirects - Data-Grids: ADC and Pharmacy - MagicViews! The Clinical Dashboard for ANY EMR! - MVI Tough Training Schedule](#)
- 
[**October 2019** - Benchmarking Data-Grids: Comparison by ADC & Pharmacy Vendor Comparison - MVI Tough Training Schedule](#)
- 
[**September 2019** - Teaching the Spirituality Of Accountability - MVI Tough Training Schedule](#)
- 
[**August 2019** - The CEO Retreat - People Development & the Model Workshop - MVI Tough Training Schedule](#)
- 
[**July 2019** - Results of the Compensation System! - Compensation & the Model Workshop - The Steps in Sequence of Hospices that Go Days & sometimes Weeks without Documentation Errors or Complaints - Why MVI Matters Now!](#)
- 
[**June 2019** - What are the Most Practical Things a CEO Can Do to Make Significant Operational Improvements? - Compensation & the Model - MVI Tough Training Schedule](#)
- 
[**May 2019** - Why the Compensation System? Because the Hard Truth is that Most Clinical Managers will Not Hold their People Accountable... - Why are we FOCUSING on the Clinical Manager? - MVI Tough Training Schedule](#)
- 
[**April 2019** - Video Interview with Edo Banach from the NHPKO - Hospices have 2 Years to Prep for the Medicare Advantage Carve-In - 3 Areas of Focus for the Medicare Advantage Carve-In - There is Still Time to Register for the Extraordinary Clinical Manager Program on May 6-7 – The CFO and CEO Programs Have Been Updated Specifically for the Medicare Advantage Carve-In!](#)
- 
[**March 2019** - The Hospice Medicare Advantage Survival Guide 19.3! - Where to start? The Hospice Medicare Advantage Carve-In! - Why Would a Medicare Advantage Provider Want to Contract with You? - The CFO and CEO Programs - Updated Specifically for the Medicare Advantage Carve-In!](#)
- 
[**February 2019** - New! Resources for Key Frustrations Document available now on our website - Fix Your IPU! Registration is open now for our IPU workshop in March! - 2019 Dates for all MVI Tough Training Workshops](#)

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>>](#)

The CFO Virtual Program

TBA • 10:01am - 6:01pm EST | FLAT ROCK, NC - VIRTUAL WEB CONFERENCE

Updated specifically for the Medicare Advantage Carve-In. The CFO Training 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 over the 2½ days. [More Info>>](#)

Designing an Extraordinary People Development System

NOV 2, 2021 • 10:01am - 6:01pm EST | VIRTUAL WEB CONFERENCE

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>>](#)

Inpatient Units & The Model Training

TBA | FLAT ROCK, NC - THE MVI EXECUTIVE CONFERENCE CENTER

Hospice Inpatient Unit financial losses are epidemic...and it is getting worse. This program will convey the best known practices to-date regarding the management of Hospice IPU's so that they can be financially viable based on our work with 140+ IPU's. This program also has direct application to Continuous Care programs. 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>>](#)



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MVI Tough Training Schedule

The Extraordinary Clinical Manager Virtual Tough Training

September 21, 2021 • 10:01am - 6:01pm EST | VIRTUAL WEB CONFERENCE

The Model Manager Program is a REVOLUTIONARY and rigorous 2 - day program with laser-beam FOCUS on the Management skill-set needed to be a *TRUE Professional Hospice Manager*. There has NEVER been anything like this training in Hospice! The program will show how to make work as well as the job of being a Clinical Manager much EASIER based on what the 90th percentile Managers do! Up to 70% of an employee's development/morale/retention is based on the immediate supervisor as all front-line staff take their be-havioral/performance cues from this position! Therefore, a Hospice "doing the Model" will recognize this fact and build its strength/qual-ity around creating top-rung Clinical Managers supported by amazing structures that transform the job of management! [More Info>>](#)

Compensation & The Model Training

TBA • 10:01am - 6:01pm EST | FLAT ROCK, NC - THE MVI EXECUTIVE CONFERENCE CENTER

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? In Hospice, compensation is your LARG-EST cost, so why not adapt your compensation system creatively to get the performance and behaviors you need? 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. In this program, participants will learn to use compensation as a tool to foster the behaviors and results desired at a Hospice. Bring a laptop with Microsoft Excel, a clinical team's compensation information as well as compensation information for an Indirect area. This information will not be shared with the group but will be used by the participant to work out a system that can be emulated and utilized upon return to his or her respective organization. Compensation was the beginning of MVI. It is where we started as a company. MVI only holds the Compensation & the Model Workshop annually. This is a 1 day program. NASBA Approved:

[More Info>>](#)

The CEO Retreat

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Updated specifically for the Medicare Advantage Carve-In. This is truly an executive retreat that helps CEOs become "aware" of what the Outliers 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. It is a humble and open program where, as a group, we can delve into the biggest frustrations and challenges we face as Hospice CEOs leading an organization. There is a deliberate concentration on the practices of the 90th percentile as they tend to make all work and management easier...which is of great relief for all in the organization! Perhaps you have found yourself on this "unexpected journey" of Hospice like myself...a movement where there is so much "meaning and purpose" that needs to be tapped into with intention...for ourselves first, and then spilling over onto those we have the privilege to work with. [More Info >>](#)



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