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Hospice Provider News

Transformational leadership: The how and why

Forbes; by Akin Akinpelu; 8/13/24

The ability to inspire and motivate a team isn't just a nice-to-have; it's a necessity. That is why transformational leadership goes beyond traditional management tactics, to driving innovation and fostering a culture where everyone feels valued and empowered. Here's why it matters and how you can cultivate it within your own organization. At its heart, transformational leadership is about creating a vision that motivates and inspires your team to achieve more than they ever thought possible. There are a few key elements that really set transformational leaders apart:

- **Inspirational Motivation:** The best leaders paint a vision so compelling that it pulls everyone together. It's not just about setting goals; it's about making sure everyone understands the "why" behind those goals. ...

- Intellectual Stimulation: Encouraging your team to think outside the box is crucial. ...
- Individualized Consideration: Recognizing that each team member is unique is key. ...

Editor's Note: Teleios Collaborative Network's (TCN) next 5-day Leadership Immersion Course will be November 4-8, 2024. [Click here for information](#). TCN is a sponsor for our newsletter, and provides the monthly podcast--hosted by Chris Comeaux--for the monthly hospice leadership podcast, "Top Stories of the Month." [Click here for July 2024](#).

3 of the fastest growing hospice companies

Hospice News; by Jim Parker; 8/16/24

Three of the nation's for-profit hospice companies have hit the accelerator on revenue growth, achieving triple-digit percentages. Each of these organizations — Traditions Health, Fortis Health and HealthFlex Hospice — appeared on Inc. magazine's 2024 listing of the fastest-growing private companies in the United States. ...

- Fortis Health ... 417% growth between 2020 and 2023 ... [Utah based] offers home health, hospice, palliative and personal care services under four brands, Valeo Home Health and Hospice, Select Home Health, Physiocare Home Health and Physiocare Hospice ... 417% growth between 2020 and 2023 ...
- HealthFlex Hospice ... Oakland, California ... home health and hospice provider serves the entire San Francisco Bay area, as well as Santa Clara, Solano, and Contra Costa counties. Healthflex expanded last year to Sacramento ... 302% growth rate ...
- Traditions health, Franklin, Tennessee ... 218% growth ... acquired San Diego-based Sonata Hospice, as well as Cadence Hospice, Pacific Crest Hospice and Sonata Hospice of Riverside County, all in California ... Sonata Hospice of Las Vegas ... [and] Kansas-based Serenity Health Management ...

The billion-dollar DFW healthcare company you haven't heard of

D Magazine; by Will Maddox; 8/16/24

Addus HomeCare has had a busy year. The publicly traded home care, home health, and hospice company employs more than 30,000 people across 214

locations and 22 states, providing care to nearly 50,000 patients. This year, the company has quietly cleared nearly \$400 million in acquisitions as it ramps up its presence in Texas and around the country.



Accelerate Results
Accelerate Growth
Accelerate Learning

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Palliative Care Provider News

3 keys to palliative care marketing

Hospice News; by Jennifer Murtoff; 8/16/24

While palliative care is an important part of medical care for many patients and providers, marketing messaging for these services must be carefully crafted. ... Given the rampant misconceptions about palliative care, education is an essential component of a marketing strategy, including for patients and families, referral partners and payers. A key point is to distinguish palliative care from hospice, according to Tony Kudner, chief strategy officer for Transcend Strategy Group. ... [Marketers] need to educate patients, family members, and payers as to the specific suite of services their organizations offer and how they can benefit patients.

Clinical News

Navigating the complexities of life and caregiving

WorldHealth.net; by Pat Baker; 8/16/24

As individuals advance through different life stages, especially when tasked with caregiving or managing the challenges of aging, they encounter a complex web of intertwined challenges. ... This article explores the multifaceted nature of caregiving and aging, offering insights and strategies that can help individuals manage these demanding situations effectively. ... As the population ages and the demand for caregiving increases, it is crucial to continue developing strategies and policies that support caregivers and enhance the quality of care.

Editor's Note: [Examine 75+ caregiver education and support videos designed for](#)

hospices to use with the primary caregiver and family members they serve. Designed and delivered via our newsletter's sponsor, Composing Life Out of Loss.

Dr. Oswalt on the effects of palliative care timing on end-of-life care in mNSCLC

OncLive, Oncology Specialty Group; by Cameron James Oswalt, MD; 8/15/24

Cameron James Oswalt MD, fellow, Hematology-Oncology, assistant professor, medicine, Department of Medicine, Duke University School of Medicine, discusses findings from a study evaluating the timing of palliative care referral and its effect on end-of-life care outcomes in patients with metastatic non-small cell lung cancer (mNSCLC). ... Investigators found that fewer than half of patients received palliative care during their treatment course, and fewer than one-third of the patients who received palliative care accessed this care within 2 months of diagnosis, ... The low referral rate in this cohort could be attributed to several factors, including patient preferences, preconceived notions, barriers to referral, and overall disease burden, he says. Among patients who died, 59.1% were enrolled in hospice.

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Regulatory News

Stay ahead of Medicare fraudsters ... Watch out for Medicare fraudsters

The Times of Noblesville, Indiana; Information provided by the U.S. Department of Health & Human Services 8/16/24

(Family Features) ... Watch Out for Medicare Hospice Fraud: Beware of scammers offering older Americans in-home perks, like free cooking, cleaning and home

health services, while they are unknowingly being signed up for hospice services. The scammers then unlawfully bill Medicare for these services in your name. Remember this advice to avoid hospice scams: [practical tips for the public] ... Report Medicare Fraud ...

Editor's Note: This information for the public--provided by the U.S. Department of Health & Human Services--provides an important resource for your community outreach, marketing, and admissions employees.

Research News

The Hastings Center awarded \$1.5 million by PCORI to study organizational trustworthiness and community-engaged research

EurekaAlert! AAAS; Susan Gilbert, The Hastings Center; 8/13/24

A research team at The Hastings Center has been approved for \$1.5 million in funding by the Patient-Centered Outcomes Research Institute (PCORI) to study organizational trustworthiness as it relates to community-engaged research. Led by Virginia A. Brown, PhD, a research scholar at The Hastings Center, the study will be the first to investigate the role of organizational trustworthiness in shaping research engagement processes and outcomes.

Mergers & Acquisition News

25 fastest-growing healthcare companies of 2024

Becker's Hospital Review; by Giles Bruce; 8/13/24

The Inc. 5000 list of the fastest-growing private companies in 2024, released Aug. 13, includes 320 that focus on health services. The magazine ranks the companies by percentage revenue growth over the last three years. Here are the top 25 health services firms that made the list this year (and where they rank): [Click on this title's link to continue reading]



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Technology / Innovations News

A.L.S. stole his voice. A.I. retrieved it.

DNYUZ, originally posted in The New York Times; 8/15/24

Four years ago, Casey Harrell sang his last bedtime nursery rhyme to his daughter. By then, A.L.S. had begun laying waste to Mr. Harrell's muscles, stealing from him one ritual after another: going on walks with his wife, holding his daughter, turning the pages of a book. "Like a night burglar," his wife, Levana Saxon, wrote of the disease in a poem. ... Last July, doctors at the University of California, Davis, surgically implanted electrodes in Mr. Harrell's brain to try to discern what he was trying to say. ... Yet the results surpassed expectations, the researchers reported on Wednesday in *The New England Journal of Medicine*, setting a new bar for implanted speech decoders and illustrating the potential power of such devices for people with speech impairments.

General News

4 ways health systems combat burnout

Becker's Hospital Review; by Kristin Kuchno; 8/13/24

Although burnout is down among healthcare professionals, its persistence still garners attention and solutions from systems. Physician burnout **fell** from 53% in 2022 to 48.2% in 2023, according to a July 2024 report by the American Medical Association. ... Here are four methods four hospitals and health systems are using to address workforce burnout.

1. Ambient documentation ...
2. Designated spaces ... for workers to decompress ...
3. Telehealth ...
4. University partnerships ... to improve workforce developments ...

Reimagining end-of-life practices: Setas Eternal Living's MyCoffin offers a sustainable legacy

Franklin County Free Press; 8/13/24

In the heart of Pennsylvania's countryside, a quiet revolution is taking place that promises to transform our end-of-life practices. At Setas Eternal Living, innovation and sustainability are at the forefront, offering an eco-friendly alternative to traditional burials through their unique MyCoffin. MyCoffin is designed to biodegrade the human body in under three years, and their pet coffin will biodegrade your pet in under two. This initiative aims to honor life

while promoting environmental stewardship, reflecting a profound respect for nature's cycles. ... The eco-friendly burial market is gaining momentum as more people become aware of the environmental impact of traditional burial practices. According to industry projections, the U.S. coffin and casket manufacturing industry is shifting towards greener alternative. ...



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How Texas healthcare facilities can prepare for new workplace violence prevention standards for healthcare workers

JW News; by Jeffrey H. Frost; 8/14/24

... On May 15, 2023, Governor Abbott signed SB 240, relating to workplace violence prevention in certain healthcare facilities. ... Texas healthcare facilities must meet Chapter 331 workplace violence prevention requirements by September 1, 2024. ... Covered facilities [which includes hospice] must establish a workplace violence prevention committee, prevention plan, and policy. ... At a minimum, the prevention plan must: (i) be tailored to the practice setting; (ii) define "workplace violence"; (iii) provide for annual training; (iv) review physical security and safety; (v) create a reporting system; and (vi) adjust the care assignments (if possible) of employees and providers who have been assaulted or threatened.

Editor's Note: What Workplace Violence Prevention Plan(s) do you have in place? This article provides excellent information and action plans for you to use, in accordance with your own state's workplace violence prevention standards.

International News

Hospice funding crisis: an urgent message

ehospice, UK Edition; by Helen Simmons, Chief Executive of St. Christopher's; 8/14/24

Growing numbers of people need hospice support – in the last year alone the number of home visits completed by our teams at St. Christopher's increased by 10%. But many hospices – one in five – are either cutting specialist palliative and end of life services in the last year or plan to do so. Fortunately, we are not one of those at the moment. ... NHS funding has failed to keep up with the increase

in demand and expenditure. We are increasingly relying on people leaving gifts in wills, running marathons and donating clothes to deliver our core services. The model is breaking. ... At St. Christopher's we receive 34% of our income from the NHS – for the remaining 66% we rely on the generosity of the community. Hospices should not have to rely on the generosity of the community to provide essential healthcare services. ...

Editor's Note: St. Christopher's is the first hospice of the modern hospice movement, pioneered by Dame Cicely Saunders in London, UK, in 1967.

Today's Encouragement

When tempted to fight fire with fire, remember that firefighters usually use water. ~ Unknown



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