What is the Return on your Investment?

Unrivalled global experts in preventing workplace and relational violence

Utilizing a research based continuous learning and development approach

Learn about our professional development solutions

Training staff in “the prevention and use of restraint” is a requirement in all human service sectors. While training can enhance quality, developing staff instead of just training them can “reinvent quality,” increase safety, and save money. Our focus is on doing more than the minimum required to keep people safe. We seek, in our program, to help organizations to develop their staff, not just train them. This development starts with staff to staff relationships at all levels of the organization, and extends to consumers and families as well.

According to research in Massachusetts, every restraint costs a hospital over $300 in administrative costs, lost time costs, and injury costs. Reducing restraint saves money! Reducing the use of restraint enhances the quality of life for all people wherever they live, learn, work and play while saving significant human and capital resources throughout the organization.

The Mandt System® can help your organization achieve similar results to those experienced at organizations listed here and literally thousands of other organizations. For more information, please contact Kevin Mandt at (800) 810-0755 or email him at kevin@mandtsystem.com.

Since 1975 we have partnered with organizations worldwide to create healthy relationships

Graffon Integrated Health Network has achieved a 98 percent reduction in physical restraints and numerous positive sustainable outcomes including:

- improved client treatment, reduced employee and client injuries, significant savings in workers’ compensation costs and
- national and international recognition for clinical best practices. In fact, to date, our current total return on investment has exceeded 8 million dollars!
More examples of Return on Investment:

Independent Opportunities is a provider of community based residential services to approximately 250 persons affected by developmental disabilities in Kentucky. Since changing to The Mandt System® in 2005, their restraint rates have decreased dramatically, and in all their programs combined there was only one incident of restraint last year. As a result, their workers compensation costs have decreased by $1.8 million over the 4 ½ year period.

Pathways New Hampshire and LifeShare in New Hampshire have reported similar decreases in the use of restraint in their community based programs. MRCI in Minnesota, Impact Systems in Pennsylvania, and the Jay Nolan Center in California continue to find alternatives to restraint in their residential and vocational programs, as well as ARCA in New Mexico, and Dynamic Dimensions in Colorado.

Return on Investment has been seen in psychiatric hospitals, general hospitals, nursing facilities throughout the US.

- Community Memorial Hospital in Menominee Falls, WI, reduced their Workers Compensation costs from costs from $33,785.38 in 2005 to $293.94 in 2007, and has remained at or near zero since.
- Mercy Hospital campuses in Dubuque and Mason City, Iowa, have reduced their workers compensation costs by over 40%.
- Dorothea Dix Psychiatric Center in Bangor, Maine reduced restraints and restraint associated injuries by 80% in 2010.
- Treasure Coast Forensic Treatment Center in Florida serves 180 patients per day, and in 2010 had only 2 work related injuries resulting in time off from work.
- "When staff are confident in their physical skills, they give non-physical skills the time it takes to either prevent or de-escalate. As a result, our restraints and injuries dropped by over 70%.”
- “. . . we were able to reduce the number of restraints by at least 95% in our childrens’ programs. This reduction in restraints had nothing to do with the children coming to that building and everything to do with the teamwork and training that the staff enjoyed while that program operated.”

Staff development requires an initial investment of funds, both for the program and for the time to train staff. The question becomes “which program can provide our organization with the best “return on investment” for the training dollars we will spend.

Developmental Services of Nebraska, in their 2009 newsletter, synopsized their experience in the following way:

“Dignity and respect are the cornerstone upon which DSN was founded, and The Mandt System helps us to identify how we will live that principle every day, in every interaction, in all that we do. . . . DSN is beginning to see the results of these efforts. Most remarkably, statistics show that the use of physical intervention of those we support has been reduced by 140% in the past two years. Along with the reduction in physical intervention, relationships are being strengthened, and people are gaining experience in self-management of their behavior. The result is immeasurable for the people the agency supports and its employees. We continue to monitor use of physical interventions and strive to reach the goal of the provision of coercion-free supports.”

At the heart of dry, dollar driven discussion regarding the work done in human service settings are clients, residents, patients, staff, families, and friends seeking the peace of mind that comes with the emotional, psychological and physical safety that all human beings need. It is this peace of mind that The Mandt System® can help you find and then give to everyone. This peace of mind comes from the fact that the instructional certification provided by The Mandt System® truly puts all people first by building healthy workplace relationships which result in:

- Your staff will be safer
- Your service users will be safer
- Your work will meet or exceed your industry standards for safety

Our promise to you is that:

- You will always be supported
- Your staff development program will be tailored to you relevant to the needs of your service users and the staff who serve them
- The materials provided to you will be thorough, research based because

Working with The Mandt System, Inc, you are working with the leader in the field