



THE SUNLIT BUSINESS STRATEGY

Free Consultations available to discuss your business needs

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Hidden Costs Leaders Feel but Don't Always See:

- Replacing an employee costs 50–200% of their annual salary (depending on role)
- Poor management and communication are cited in ~70% of voluntary resignations
- Leaders can make up to 3,000+ decisions per day

Leader decision fatigue leads to:

- Slower execution
- Avoidance of difficult conversations
- Increased emotional reactivity

Clear role definition improves execution speed by up to 25%

Facts about burnout:

- 63% higher likelihood of sick days
- 2.6x higher likelihood of leaving
- Burnout-related productivity loss costs organizations thousands per employee annually.
- Employees experiencing chronic stress show up to 30–40% reduced cognitive performance.

Facts about teams with high trust

- High-trust organizations report:
- 50% higher productivity
 - 76% more engagement
 - 40% less burnout
 - Trust directly impacts:
 - Willingness to speak up
 - Accountability
 - Conflict repair