



# 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:	Facts about teams with high trust
<ul style="list-style-type: none"><li>• 63% higher likelihood of sick days</li><li>• 2.6x higher likelihood of leaving</li><li>• Burnout-related productivity loss costs organizations thousands per employee annually.</li><li>• Employees experiencing chronic stress show up to 30–40% reduced cognitive performance.</li></ul>	<p>High-trust organizations report:</p> <ul style="list-style-type: none"><li>◦ 50% higher productivity</li><li>◦ 76% more engagement</li><li>◦ 40% less burnout</li><li>• Trust directly impacts:<ul style="list-style-type: none"><li>◦ Willingness to speak up</li><li>◦ Accountability</li><li>◦ Conflict repair</li></ul></li></ul>