

Finding the ROI on Talent

Metric/Investment	Typical Data Range	CEO-Level Implication
Bad Hire Cost	15% - 30% of annual salary (up to 200% in turnover)	A single bad hire can cost six figures in damage
Average Cost per Hire	\$4,700 + \$1,300 training	Hiring costs are substantial even before performance
Employee Engagement Impact	+12% productivity, +19% shareholder return	Culture-led value creation is measurable
Upskilling ROI	250% return within 8 months	Investment in people yields rapid quantifiable ROI
Strategic People Strategy ROI	\$15 - 20M savings + \$3 - 5M freed from mis-hire costs	Scalable ROI from internal development and mobility

Quick SOP Starter Template

SOP Title _____

Purpose (Why this SOP exists) _____

Who Uses It _____

Steps to follow

1. _____

2. _____

3. _____

If you had to hand this to someone tomorrow, would they know what to do?

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***Businesses with documented processes
grow 2x faster than those without.***

Small Biz Trends

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