

Fokaos | The Cost of Chaos

Why It Matters

Hidden chaos is expensive. Small businesses lose revenue every year to inefficiency, poor onboarding, and unclear ways of working. Fokaos fixes that.

Why Chaos Is Expensive

Unclear processes, bottlenecks, wasted time.

- Inefficient processes cost 20–30% of annual revenue (IDC via *Entrepreneur*).
- Fewer than half of employees strongly agree they know what's expected of them, creating rework and wasted effort (Gallup, 2023).
- Executives spend ~40% of their time on decisions, and much of that time is used poorly—slow decision paths ripple through teams (McKinsey & Company, 2019).

👉 Operations Baseline identifies the few changes with the biggest impact—stopping waste before it multiplies.

The 90-Day Problem (Onboarding)

High turnover, slow ramp-up, lost hires.

- 31% of new hires quit within six months, many within the first 90 days (BambooHR, 2024).

- Replacing an employee typically costs 6–9 months of salary in recruiting, ramp loss, and rework (SHRM, 2010).
- It typically takes 6–12 months for a new hire to reach full productivity without structured onboarding (SHRM Foundation).

👉 Onboarding Essentials builds a reliable first 90 days—reducing turnover and speeding ramp-up.

Project + Meeting Drag

Rework, missed handoffs, unproductive meetings.

- Organizations waste ~9.9% of every project dollar due to poor project performance and weak fundamentals (Project Management Institute, 2018).
- Knowledge workers spend 57% of their week communicating (meetings, email, chat), leaving little time for deep work (Microsoft, 2023).
- Disengaged employees cost 34% of their salary in lost productivity (Gallup, 2013).

👉 Clarity Hub creates a living way-of-working so handoffs land, meetings stay focused, and rework declines.

Quick Worksheet (15-Minute Math)

Use conservative numbers—you're looking for order-of-magnitude clarity, not perfection.

A. Rework & Stall Time

Hours lost per week across the team × loaded hourly rate × 50 weeks = \$_____

B. Decision Drag

Leader decision hours/week × leader hourly rate × 50 weeks × (% wasted*) = \$_____

*If unsure, use 25% waste as a conservative starting point. (McKinsey, 2019)

C. Early Turnover

Early exits (≤ 6 months) $\times$ average salary $\times 0.5$ (low) = \$_____

Use 1.0 for mid, 2.0 for high roles. (SHRM, 2010)

D. Project Waste

Annual project/initiative spend $\times 0.099$ = \$_____ (Project Management Institute, 2018)

Your conservative Total Cost of Chaos (A + B + C + D): \$_____

5. What to Fix First (Fast Wins)

- Make the work visible (≈ 2 weeks): map how work really flows, name 3–5 friction points, start a short weekly review.
- Stabilize the first 90 days (≈ 4 –6 weeks): 30/60/90 outcomes, manager check-ins, buddy system, early-win tasks.
- Give clarity a home (≈ 6 –8 weeks): a searchable Clarity Hub in Notion with operating guides, decision paths, weekly rhythm, and a simple scorecard.

These three moves reduce rework, speed handoffs, and cut early turnover—showing up in the numbers you just calculated.

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