

## Smart Hire Calculator: Solving Your Hiring Challenges

If this matters to you, chances are you're leading a growing company.

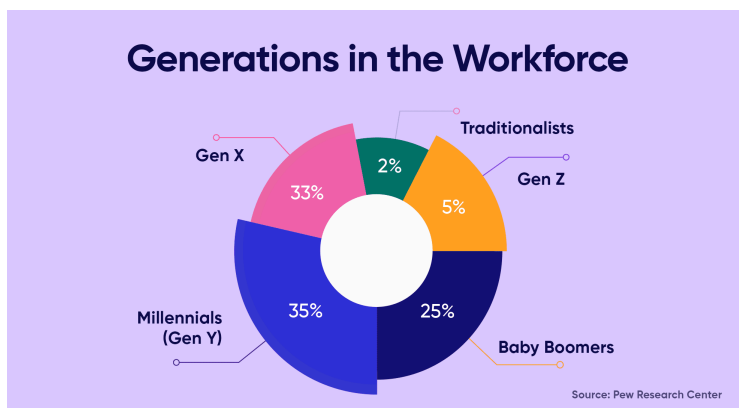
You likely sense many of the challenges we'll discuss here, but acknowledging the need for change can be tough. We've worked with hundreds of companies to pinpoint what's right for *their business* – not just their industry or geography. While it often feels like your business challenges are unique, the overarching issues are surprisingly common. The solutions, however, are tailored to your financials, goals, and culture.

### Navigate Today's Workforce Challenges with Confidence

**Data Point:** 77% of employers report difficulty in finding qualified candidates.

Today, we have more generations in the workforce than ever before. Opinions vary on why this matters, but one thing is clear: leaders must perform at their absolute best. Motivators for work now extend far beyond money or work ethic, and what used to build strong teams and products no longer works.

Combine historically low unemployment rates, rising job openings, and the rapid adoption of AI, and the result is a cyclical situation that overwhelms even the best employers. It's easy to feel anxious, frustrated, and spread thin.



Bigger tools solve bigger problems. Trying to approach these issues with anything less just leads to frustration and wasted effort. I often hear the voice of my middle school math teacher: *“You won’t always have a calculator in your pocket.”* (Turns out, we do.)

### Leadership: Your Hidden Competitive Advantage

**Data Point:** *Companies with strong leadership see 34% higher retention rates.*

The most overlooked fact in today's employment space is this: for the first time ever, companies are competing on the *quality of their leadership*, not just their products or services. Whether your team is remote, hybrid, or in-person, leadership is the true differentiator—and yet it's rarely prioritized.

### **Stop Losing Money: Retain Your Best Talent**

**Data Point:** *Replacing a salaried employee costs 2X-3X their annual salary.*

One key lesson from Lean Six Sigma (a philosophy we reference but don't strictly adhere to) is that you can only "lean out" processes so much. Beyond a certain point, you undermine the foundation of your business. Once your team is performing at its peak, protecting your existing base becomes paramount.

That doesn't mean zero turnover. *Healthy turnover* is a sign of growth. A company with zero turnover may simply be too afraid to fire or evolve.

Your existing talent holds immense *surplus value*:

- Practical knowledge of their role
- The training and development you've already invested
- The replacement cost of their skills and expertise

Losing that talent has tangible and intangible costs. What's your plan to retain them? What do you pay them? What *can* you pay them? How much could you lose if they left?

### **Leadership: The Red Flag for Retention**

Leadership drives retention. Leaders must be the most emotionally intelligent individuals on your team—especially middle and top management. Effective leadership fosters two-way communication, builds trust, and ensures ROI through financial outcomes, employee engagement, and growth opportunities.

We've seen too many leaders forced into reactive management roles simply because they're overwhelmed. When leaders slip into "busy mode," the costs multiply. For instance, delegating training to an underprepared employee can:

- Result in poorly trained new hires

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- Remove valuable insights for the leader on process issues
- Cause downstream problems that compound costs

As my dad used to say: *“Don’t step over dimes to pick up pennies.”*

Leadership must maintain an **awareness** of company operations. Specialization is valuable, but broad awareness is critical. This requires structured leadership meetings, a clear company vision (not the fluffy kind), and actionable, well-defined tactical goals.

## Know the True Cost of Hiring: Save Time and Money

**Data Point:** *Hiring mistakes cost U.S. companies \$1 trillion annually.*

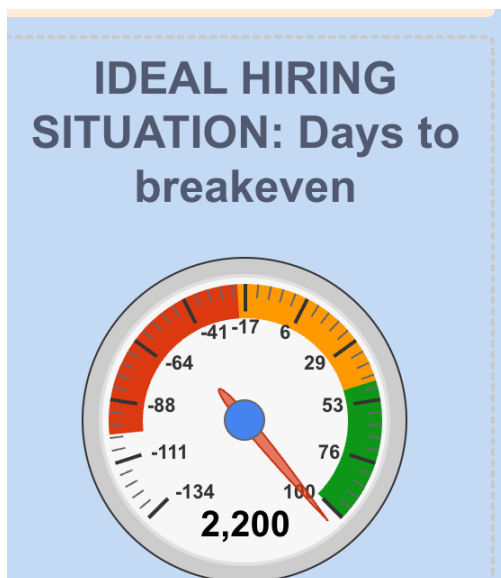
When it comes to hiring, we see two major issues:

### 1. The true cost of hiring and vacancies

- Comments like “It’s 2X the salary” or “We can’t afford to pay more” don’t address the long-term impact of hiring decisions.

### 2. The role of HR

- HR teams are often tasked with hiring but lack the tools, skills, or strategic insight to select the right talent.



Our Smart Hire Calculator gives you actionable insights, including:

- The real cost of hiring
- Days to break even for a new hire
- Optimal pay rates *for your company*
- Red flags in your training and onboarding processes

The screenshot shows a section titled "Part Three: Optimal Rate-of-Pay" with four input fields:

Field Label	Value
Gross Employee Cost-to-Hire	\$ 56,690.00
# of offers made	0
Gross Employee Cost-to-Hire TOTAL	\$ 2,200.00
Ramp-Up Total	\$ 1,771.56

### Unlock Growth: Invest in Soft Skills Training

**Data Point:** *75% of long-term job success depends on soft skills.*

Soft skills are people skills, and people are your most expensive asset. Yet most companies avoid soft skill training because it's perceived as boring or ineffective.

When you understand hiring and retention costs, you can:

- Spot red flags
- Address challenges proactively
- Invest wisely in training that delivers the highest ROI

### Amplify Local Impact: The Ripple Effect of Smart Hiring

**Data Point:** *Businesses that hire locally increase community spending by 15%.*

Large organizations that employ workers from a local radius stimulate nearby small businesses. Increased employment rates, happier employees, and stronger family dynamics create a ripple effect of economic growth.

We're eager to study these impacts further. If you're interested in joining a case study, email [bliss@oxygencoachinggroup.com](mailto:bliss@oxygencoachinggroup.com) with "CASE STUDY" in the subject line.

### **Become a Premium Employer: Attract Top Talent**

**Data Point:** *83% of candidates prefer to work for a company with a clear hiring and leadership process.*

Imagine no longer begging for applicants. Instead, you're choosing top-tier talent from a waiting list of qualified candidates.

What makes you a premium employer? It's not just pay or perks—it's a system. Our Smart Hire calculator, combined with our full system, empowers you to:

- Measure and influence key hiring and retention indicators
- Build a culture that attracts high-performing candidates
- Leverage these strengths as a competitive marketing tool

### **Take Action: Start Building Your Smart Hiring System**

Discover Smart Hire at [smarthirecalculator.com](http://smarthirecalculator.com) or [oxygencoachinggroup.com](http://oxygencoachinggroup.com). Explore our free calculators, affiliate opportunities, and customized solutions for businesses, coaches, and recruiters.

Let's see how Smart Hire and B.L.I.S.S. can transform your teams and bottom line. Contact us today!