

Specimen diagnostic report

An anonymised example of what a 2,500-FTE organisation receives. Structure and figures are illustrative; yours are produced from your own data.

1 · THE HEADLINE

CHF 1 450 000 a year

Identified recurring leak · 1.6% of a CHF 90m payroll

Recoverable within 180 days (18% recovery rate)	CHF 261 000
Overall operating score	64 / 100 — functioning, materially leaking
Weakest pillars	Throughput · Retention · Systems
Engagement fee at this size	CHF 239 000

2 · WHERE THE MONEY GOES

Replacement cost of regrettable attrition	CHF 520 000
Absence and presenteeism above sector norm	CHF 310 000
Meeting load and decision latency	CHF 340 000
Rework and project overruns	CHF 190 000
First-year attrition and ramp loss	CHF 90 000

Every line has a published basis: headcount, salary, sector norm and the coefficient applied. Total exposure is capped at 6% of payroll, whatever the raw model produces.

3 · THE EIGHT PILLARS

Metrics — attrition, absence, time-to-hire	58 / 100
Revenue — overruns, rework, churn, margin	66 / 100
Throughput — meeting load, decision latency	49 / 100
Attraction — hiring design and assessment	71 / 100
Retention — onboarding, adjustments, career clarity	55 / 100
Culture — safety, feedback, meeting hygiene	68 / 100
Leadership — sponsorship, policy, succession	74 / 100
Systems — ATS, performance, HRIS, learning	57 / 100

Specimen diagnostic report (cont.)

4 · THE 180-DAY ROADMAP

Phase 1 · Days 0-30 — Stop the bleeding

- Cut recurring meeting load 20% — Owner: COO — 4 days effort — KPI: meeting hours per FTE per week.
- Set a 10-working-day service level on workplace adjustments — Owner: HR Director — KPI: median days to adjustment.

Phase 2 · Days 31-90 — Fix the intake

- Rewrite the top 20 job descriptions to task-based criteria — Owner: Head of Talent — KPI: offer-acceptance rate.
- Structure onboarding by role family with a named buddy — Owner: HR Ops — KPI: first-year attrition.

Phase 3 · Days 91-150 — Compound the gain

- Written-first decision protocol with a 5-day decision clock — Owner: ExCo — KPI: decision latency.
- Consolidate overlapping tooling — Owner: CIO — KPI: tools per workflow.

Phase 4 · Days 151-180 — Lock it in

- Re-index the diagnostic and report the recovered delta to the board — Owner: CFO — KPI: leak vs baseline.

5 · HOW TO READ THIS

- Scores describe how work is designed, not how individuals perform.
- Figures are conservative by construction: prudent coefficients, a 6% payroll cap, an 18% recovery rate.
- Sources include SHRM cost-per-hire benchmarks, Gallup workplace meta-analysis, WHO/ILO absence costing and collaboration-overload research from Microsoft and Harvard.
- No personal data is used. Aggregates only, processed in Switzerland.

Illustrative figures for a 2,500-FTE organisation. Your own numbers are produced from your own data during the diagnostic. Nothing here is a forecast or a guarantee. Specimen document — not a client report. NeuroMynds GmbH, Zurich.