

# Whoever manages the people decides where your **80%** goes.

Taking on staff is easy. Managing them is where a business owner's time and focus quietly drain away. The 80/20 flips entirely depending on who carries that load.

## YOU MANAGE THE STAFF

### Headaches up. Your business down.

80% · managing people

20%

Rotas, sickness, performance, problems

Your business

- Up to **80% of your focus** drains into managing staff instead of running and growing the business.
- Staff aren't fully supported, so they don't perform at their best.
- One sickness, and the whole day's momentum stalls.

## HAKUHANA MANAGES THE STAFF

### Your focus back. Their best work.

80% · your business

20%

Running & growing your business

Light-touch oversight

- Our **on-site manager — employed by us** — takes the people off your plate. You get ~80% of your focus back.
- Supported, looked-after workers run at **~80% productivity** because they feel valued.
- Both rise together — the client *and* the staff.

## “ The principle

Manage the people yourself, and **80% of your focus** drains into them. Let Hakuhana manage them, and that **80% comes back to you** — while the workers, properly supported, give their 80% too. Same people. Different result. It comes down to who carries the management.

And when someone goes off sick — once that person is safely on their way home or wherever they need to be, our on-site manager steps straight in. No scramble, no lost day, no broken momentum for you.

