Safe Space Leadership

ARTICLE

Where do your leaders stand?

Turnover shows what has already happened. Leadership capability gives people a reason to stay.

What turnover costs, and where it starts

1 in 7
employees left their employer in the past year, on average
AHRI, 2026

$28,500
average cost to replace one employee, as estimated by employers
AHRI, 2026

31%
of employers report people management capability gaps among their leaders
AHRI, 2026

Most organisations know their turnover rate. But how much of it traces back to leadership, and which part of leadership should you look at first?

Turnover figures arrive after people have gone. By then, the reasons are hard to trace and the cost has already landed: about $28,500 to replace one employee, by Australian employers' own estimate. Then come the wider costs: disengagement, lost productivity, repeated recruitment, lost institutional knowledge, manager time and further resignations.

Why start with leadership

Pay and the labour market play a part in why people leave, but they're hard for any one organisation to change. Leadership is different. Australian employees name poor manager quality as the top reason they would leave, and leadership capability is something organisations can build.

Looking ahead, not back

The Retention Scorecard looks at the leadership conditions that shape whether people stay: how safe people feel to speak up, how much say they have in their work, whether they can see a future, and whether their effort is supported and noticed.

It takes about 10 minutes. The result shows an overall retention risk, the leadership area that needs attention most, the signals contributing to it, a plain-language interpretation and a practical next step.

What it is, and what it isn't

The Scorecard is an indicative leadership risk assessment. It doesn't predict what any individual will do, and it doesn't replace your own data. It's designed for people and culture leaders and senior leaders who want an early read on leadership risk across their organisation, and a clear place to start.

Where it can lead

For many organisations, the result points to a conversation worth having with their leaders. That's where Safe Space Leadership's Leadership Lab begins: a one-day, organisation-specific session that builds a clear picture of what's happening across your leaders, and what to do next.

Find out where your leaders stand

The free Retention Scorecard takes about 10 minutes and shows the leadership area that needs attention most.

safespaceleadership.com.au/scorecard

SSL builds leaders people choose to stay for.

General information about leadership practice. Sources: Gartner, Global Talent Monitor, Q2 2026 (820 Australian employees); Australian HR Institute, Quarterly Australian Work Outlook, June Quarter 2026 (606 employers; average turnover 13.5% in the 12 months to March 2026) and March Quarter 2026 (612 employers); AHRI, Managing the 5Rs, 2026 (replacement cost is an employer estimate). Published November 2026. © Safe Space Leadership 2026