1. Current focus factor = 32/(3\*15) = 0.7111

0.7111 \* 4 \* 15 = 42.666  
0.7111 \* 1 \* 12 = 8.5332

Estimated velocity will be about 51.199.

1. You could estimate a new team’s focus factor by first figuring out how many days each individual person is going to be working within your sprints and find their individual focus. Someone working a 20 day sprint with 5 days off has an individual focus factor of 75%. Once you’ve computed all the individual focus factors you can then take the average of it to get your estimated focus factor for the new team.
2. You could have boxes of varying sizes and a number of apples or some such item. For each story you could place an amount of fruit into the box to represent the amount of point values it has. It’s not necessarily an elegant solution or easy to carry out but it could be a valuable way to represent the thought needed going into the task at hand. I don’t believe if would be much better than poker unless the team was far more visually oriented overall and the physical size of the boxes and fruit in them gave some sense to the tasks.