

The Talent Pool: How to Find and Keep Dedicated People While Making a Lasting Impact

By: Sharon Ryan and Cynthia Tolsma

Genre: Business Operations Research

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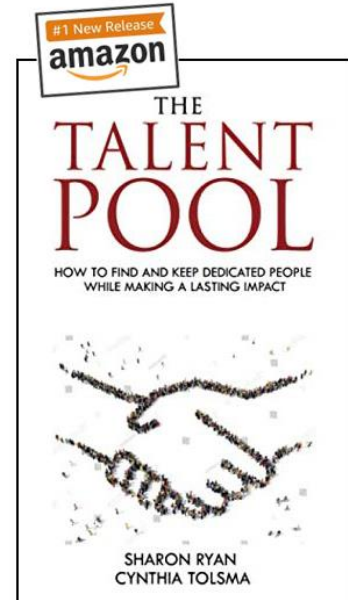
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Synopsis

In a time of historically low unemployment, how do you find and keep the talented people you need to grow and strengthen your business? Employee recruitment and turnover cost your company inordinate sums of time and money, as well as lost opportunities. Where can you find quality people who work hard and stay long?

The Talent Pool is a refreshing look at how one company developed its *Team Member Prosperity and Success Model* that transforms ordinary people into extraordinary team members. In *The Talent Pool*, the authors explain that by focusing on the needs of workers who are economically fragile, you can minimize employee supply issues, maximize profits, and lead a purposeful company that is creating a lasting difference. Once you understand the message of this book, you will never wonder where to locate quality people because you'll know where to find The Talent Pool.

In This Book You Will Learn:

- Who are the Economically Fragile
- What is The Team Member Prosperity and Success Model
- How the Model Works
- Specific Measurable Outcomes
- Lessons Learned
- How to Get Started
- And so much more

This is unlike any book you've read. It encompasses building a business culture, hiring the right people, training for success, valuing the person, creating profitable methods, and more. You will be challenged to look at your business with fresh eyes and see new opportunities that may have been right in front of you.

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Reviews of *The Talent Pool*

“This book advances the critical conversations that leaders and managers need to have right now to meet the challenges of contemporary organizations and, at the same time, to challenge the conventional wisdom. It outlines the roles of leaders at all levels in making cultural change and in shaping a workplace where all people can thrive. In particular, it describes real-life principles and practices and, more importantly, outlines empirically their results and impact. I highly recommend this book to every leader, entrepreneur, manager, supervisor and HR professional.” – Nancy M.

“Ten years of dogged determination to profitably care for low wage economically fragile workers distilled into this book. If you have it in your heart to care for the economically fragile workers in your business, this book is your express lane over the inspiration bridge from commitment to making a lasting impact. Enjoy.” – Richard R.

*“The book *The Talent Pool* introduces readers to the highly innovative Team Member Prosperity and Success Model and its measurable results. The authors share how any business can create a culture that lifts all boats, supporting all, and providing a safety net for anyone in need.” – Debbi D.*

“Loved the book, so glad I read it. I have a micro business and need to train an employee. I was focused on the end result and stressing about how to get them there. Talent Pool showed me how to focus on smaller more achievable goals that would be better for both us. I'm sure it won't take long for us to get to our ultimate goal together as a team. The Dasher Way is a great model for any size business.” – Linda H.

“A must read for all people leaders. Tremendous creativity in addressing and solving the needs of employees that may be applied in every business. This reading will make you think differently about building business culture.” – Alan D.

“When I heard the idea of hiring economically disadvantaged employees, paying them well, making a profit and having a great business, I was skeptical. Sharon Ryan and Cynthia Tolsma have carefully walked through their process and their data to show how effective this can be. The depth of the book is right where it needs to be. It may not be a typical model, but I think this book and this style of leadership fill a number of important gaps in our communities.” – David S.