



Post Hill Press and Franklin Covey Co. Release New Book **Talent Unleashed: 3 Leadership Conversations to Ignite the Unlimited Potential in People**

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Book Offers Leaders Powerful New Insights and Practices for Building a High-Performance Work Culture

NEW YORK & SALT LAKE CITY--(BUSINESS WIRE)--Apr. 18, 2017-- Post Hill Press and Franklin Covey Co. (NYSE: FC), a leader in organizational performance improvement solutions, have partnered to release ***Talent Unleashed: 3 Leadership Conversations to Ignite the Unlimited Potential in People***, which offers leaders in any organization powerful new insights and practices for building a high-performance work culture (Post Hill Press, on sale April 18, 2017).

The book is written by a team of renowned FranklinCovey leadership experts, who share their collective knowledge gained from working with thousands of leaders in industries that span the global workforce.

Leadership today requires many things, but one of the fundamental roles of a great leader is to see, recognize, and ultimately unleash the talents and strengths of others—and to create a bonding attraction for these people to the organizations for which they work so these talents and strengths are not developed and then lost to others in today's rapidly changing work environment.

So how do leaders do that? While most leaders are promoted for their competence and skills, truly exceptional leaders are remembered for the impact they have on the lives of those they lead.

When asked about the qualities of the best leader they ever had, most people shared that humanity, courage, concern, and deep personal interest were key behaviors exhibited and about how the leader helped people grow, develop, accomplish objectives, and find greater meaning in work and contribution. The leader genuinely cared.

Talent Unleashed features 3 Leadership Conversations that any leader of a team, a project, or an organization can have to create that sense of caring and belonging so that the best and brightest people are attracted and kept and their talent is unleashed toward what matters most. The book teaches the core principles, framework, and process that enable leaders to release the talent, intelligence, capability, and creativity in people, inspiring leaders and teams to create a culture rich in trust, clarity, and empowerment.

The three ongoing Leadership Conversations leaders need to have with team members to inspire and enable them to contribute and perform to the very best of their ability, and to help leaders create a trusting, synergistic workplace where employees feel confident and empowered, are:

The 3 Leadership Conversations

1. ***Voice Conversations*** affirm the worth and potential of each person on a team. In a voice conversation, individuals discover their unique talents, passions and values – their individual “voice” – and align these to their job and career responsibilities. It is the process of identifying an individual's unique talents and contribution.
2. ***Performance Conversations*** establish and clarify goals, targets, roles, responsibilities, and accountability. In a Performance Conversation, individuals are transformed from “interchangeable employees” to trusted partners, colleagues, and teammates who work together to accomplish goals that are vital to individual and organizational performance.
3. ***Clear-the-Path Conversations*** turn supervisors into leaders, coaches, and mentors who become sources of help, enabling people to succeed in their jobs. Leaders “clear the path” by removing obstacles, teaching, coaching, and making course corrections along the way.

These conversations are the work of effective leaders distilled down to its essence. Voice conversations help team members define their unique talents and contributions. Performance conversations clarify expectations and recognize achievement. Clear-the-Path Conversations help identify what team members and leaders can do to remove obstacles and help facilitate success.

The conversations are based on timeless principles of effectiveness in human interaction, and are at the very core of the content of the book and the process of the conversations. They include Contribution, Trust, Synergy and Empathy, which are explored in detail in the book.

Organizational culture represents the environment created by the collective habitual behaviors of the people in the organization. When people's actions and attitudes are aligned with true principles as they interact with one another, the culture literally changes. And the nature and frequency of genuine Leadership Conversations held in any organization are a huge part of the culture and change, as they significantly strengthen relationships and unleash the talents of those who are led and those who lead.

Talent Unleashed will enable any leader who reads the book to teach and nurture the foundational principles that create a lasting culture of top performance.

For more information on ***Talent Unleashed: 3 Leadership Conversations to Ignite the Unlimited Potential in People*** visit <https://www.franklincovey.com/books/talent-unleashed-book.html> or <http://posthillpress.com/book/talent-unleashed-3-leadership-conversations-to-ignite-the-unlimited-potential-in-people>

ABOUT THE AUTHORS

Shawn D. Moon

Shawn D. Moon has over three decades of experience in leadership and management, sales and marketing, program development, and consulting services. His deep knowledge and robust experience inspire others to become leaders through personal effectiveness and execution. In his role as executive vice president at FranklinCovey, Moon is responsible for the company's leadership solutions and strategic accounts, as well as the Sales Performance Practice and Customer Loyalty Practice.

Todd Davis

Over the past three decades, Todd Davis has practiced and refined his skills and knowledge of human resources, talent development, executive recruiting, sales, and marketing. Having been with FranklinCovey for more than 20 years, he currently serves as executive vice president and chief people officer. As a member of FranklinCovey's executive team, Davis is responsible for FranklinCovey's global talent development, which includes more than 40 offices in 160 countries.

Michael Simpson

For 30 years, Michael Simpson has been an internationally sought-after executive coach, leadership consultant, and keynote speaker. His practical business experience is in teaching, advising, and coaching many of the world's top business leaders and teams. He has coached and consulted with leaders in over 35 countries in leadership development, strategic planning, goal execution, building high performance-based teams, and high trust organizational cultures.

A. Roger Merrill

Roger Merrill has more than 50 years of experience as a line manager, senior executive, executive coach, consultant and teacher, as well as being one of the co-founders of Covey Leadership Center (now Franklin Covey Co.). Merrill now specializes in coaching senior leaders and helping organizations improve performance and develop leaders. He is the co-author (with Stephen R. Covey and Rebecca R. Merrill) of international bestseller *First Things First*.

Talent Unleashed: 3 Leadership Conversations to Ignite the Unlimited Potential in People by Shawn D. Moon, Todd Davis, Michael Simpson, A. Roger Merrill

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ABOUT FRANKLIN COVEY CO.

[Franklin Covey Co.](#) (NYSE: FC) is a global, public company specializing in organizational performance improvement. We help organizations and individuals achieve results that require a change in human behavior. Our expertise is in seven areas: leadership, execution, productivity, trust, sales performance, customer loyalty and education. Franklin Covey clients have included 90 percent of the Fortune 100, more than 75 percent of the Fortune 500, thousands of small and mid-sized businesses, as well as numerous government entities and educational institutions. Franklin Covey has more than 100 direct and partner offices providing professional services in over 150 countries and territories.

ABOUT POST HILL PRESS

Post Hill Press was launched in 2014 by a team of entrepreneurs and book industry professionals with over 75 years combined experience. Distributed by Simon & Schuster, Post Hill Press publishes across a wide spectrum, with a focus on pop culture, business, self-help, health, current events, Christian and conservative books. Our entrepreneurial spirit makes Post Hill Press a nimble publisher, willing and able to move quickly and take advantage of opportunities in the marketplace. Most importantly Post Hill Press prides itself on partnering with our authors. Publishing with Post Hill Press is a collaborative experience, where an author is included in the decision-making process. This approach has been a key component in our ongoing success.

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