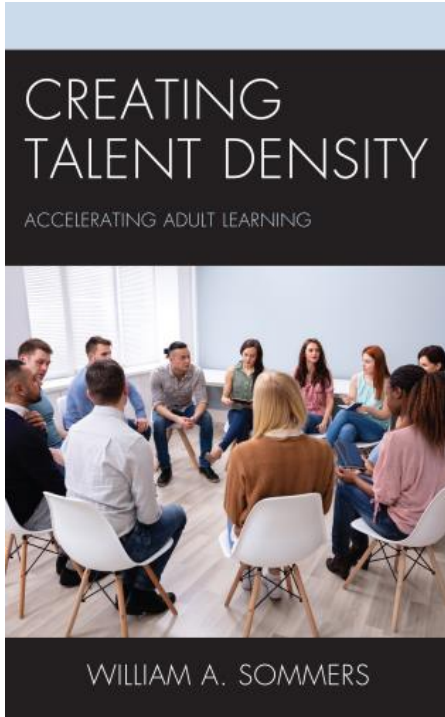


# Creating Talent Density

## Accelerating Adult Learning

William A. Sommers



“As a former principal and superintendent, I believe Bill Sommers has written a foundational book about talent development. He starts from the premise that talent exists in isolation, but only flourishes when an investment is made in adult learning. He demonstrates that by elevating the intellectual horsepower of adults, educators can create schools that embody talent density—schools where talented people make one another more effective. This invaluable book offers many pathways for committed leaders to create talent density—the payoff being schools that accelerate talent density in our students.”— **Diane P. Zimmerman, PhD, published author and retired superintendent**

“The title of this book may be misleading if you don't understand its relevance. Another way to phrase it is "how much talent does a person bring to future situations?" The more talent, the more density is present. This is a book broaching the issue of how we can better educate students for what we will all face in the future. This book is organized around a key leadership framework originally developed by Paul Hersey and Ken Blanchard decades ago. Their wisdom regarding the proper way to influence is best described as "organized common sense." Creating Talent Density brings us a lot closer to putting what is actually fairly uncommon sense and practice into the school systems. I highly recommend this book for anyone committed to creating more talented students coming out of our schools.”— **Frank Wagner, PhD, co-founder of Marshall Goldsmith Stakeholder Centered Coaching**

This book is a culmination of many educational and business practices to accelerate and distribute learning throughout the organization. You will find twenty-five strategies to assess the ability and willingness of individuals and the school. This book will save leaders time by providing examples and a guide to implement processes to increase learning. The more talent schools have, the more students will learn. The future will require more learning and more ways to acquire that learning. These practical strategies can be used with individual staff members as well as groups of any size. These facilitation skills are already in use. Let's learn, adapt, and take positive action to increase learning.

**William A. Sommers, PhD**, is the former executive director for secondary curriculum and professional learning for Minneapolis Public Schools and has been a school administrator for over 35 years. He has been a senior fellow for the Urban Leadership Academy at the University of Minnesota and has served as an adjunct faculty member at multiple universities. In addition, he has been a program director for an adolescent chemical dependency treatment center and on the advisory board of a halfway house for 20 years.

August 2021 • 148 pages

• **Hardback** 978-1-4758-6197-6 • **Paperback** 978-1-4758-6198-3 • **eBook** 978-1-4758-6199-0

• **Hardback** \$90.00 • **Paperback** \$37.00 • **eBook** \$35.00

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