TALENT SOURCING
PARTNER GUIDEBOOKS

THE
SCARCITY
SOLUTION

FINDING THE TALENT TO SCALE

STUDENTFLEX
By Talent Sourcing Partner

HIGH POTENTIAL
ACADEMY
By Talent Sourcing Partner

COMPLIANCE
TALENT
By Talent Sourcing Partner
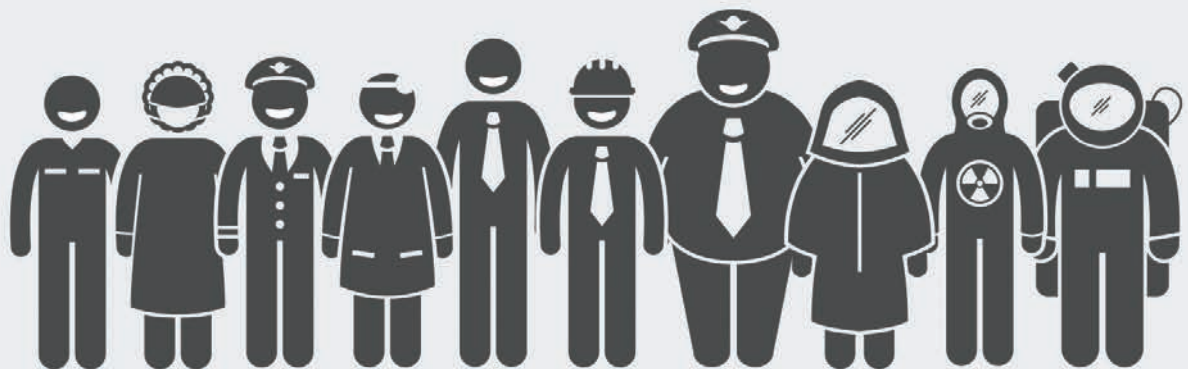
Talent hits a target no one else can hit.

- **Arthur Schopenhauer**

Talent is overrated.

- **Anyone without talent**

Introduction

Scaling your business is insanely difficult.

Not because of a lack of demand for your stuff.

But because talent is scarce.

This guidebook will show you the way to scaling talent.

It is written by the founders of Talent Sourcing Partner, who combine decades of experience in dealing with this challenge.

First, we sketch your problem and why we are qualified to solve it.

Second, we illustrate the source of the problem and why it is timeless.

Third, we show a case study that illustrates our methods.

Finally, we will summarize the above.

Naturally, we will illustrate everything.

This way, you'll have something new to frame every once in a while.

"Their guidebook is strangely satisfying."

Too long, don't want to read?

Mr. Orange highlights the key ideas for you.

More information on these? Contact Talent Sourcing Partner for your fix.

Mr. Pink highlights other guidebooks.

Let's get started.

The problem of scaling talent

Congratulations! Your business has found serious traction.

"Yay! Turnover!"

Perhaps you landed that big customer, or that elusive VC.

Maybe the popularity of your app is melting your servers.

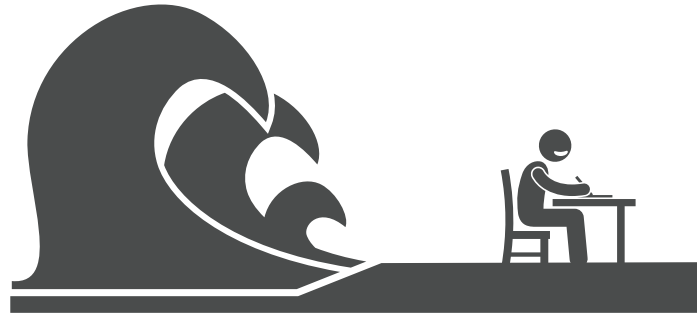But as you are celebrating, you realize something.

"Something tells me we ain't done yet."

All this newfound success gave birth to a new problem.

Now you are forced to grow.

The people you have simply can't handle the work that's now incoming.

This tsunami of opportunity has to be managed, or it will kill you.

"OK. Let's think about this."

Whatever you do next, standing still is not an option.

You *need* to scale up your work force.

However, getting good people is tough. Incredible tough. Perhaps insanely tough.

Matter of fact: it might be the toughest job in the building.

Not because you aren't smart enough. Not because the job market is stiff or supple. And not because there are too many clowns between your candidates.
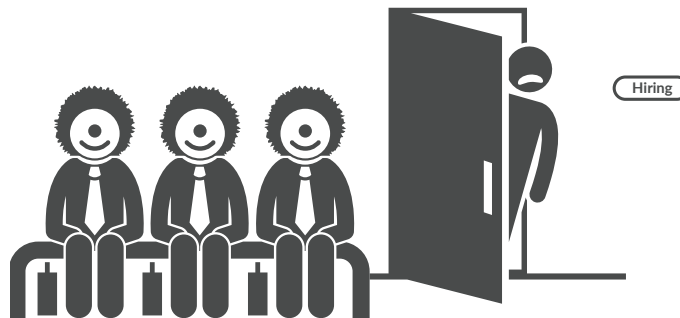
"Ugh, another circus."

No.

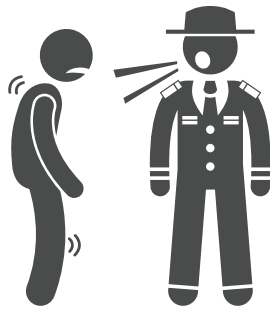**Getting talent is tough because talent is rare.**

It always has been.

This is the problem of scaling success: you need something that is scarce.

And you need a lot of it.

And you need it now.

"As in: RIGHT NOW!"

Finding this scarce talent comes with a lot of thorny questions:

What are contemporary ways of finding talent? How do you connect talent to your business, without destroying your culture? How do you remain critical about your talent, and about their performance? And can we keep an enterprising mindset and speed this whole darn thing up?

This is why recruiting talent is a hard, complex skillset that takes years to master.
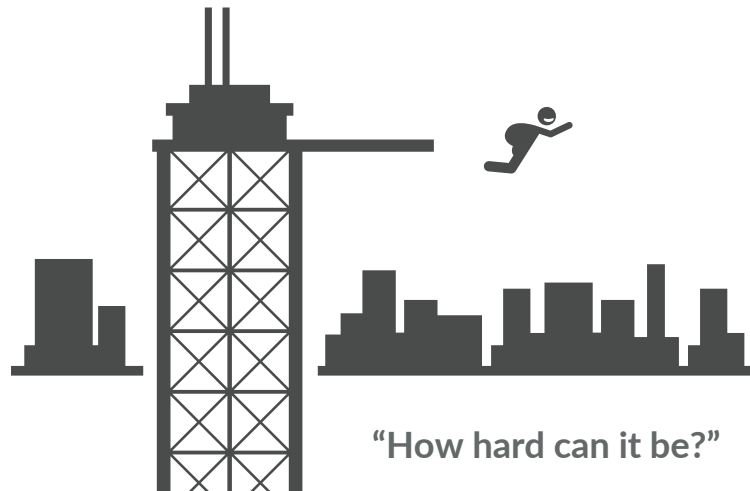
Perhaps you'd like to master this skillset.

And more power to you!

Unfortunately, you don't have the time. That talent should have been recruited yesterday.
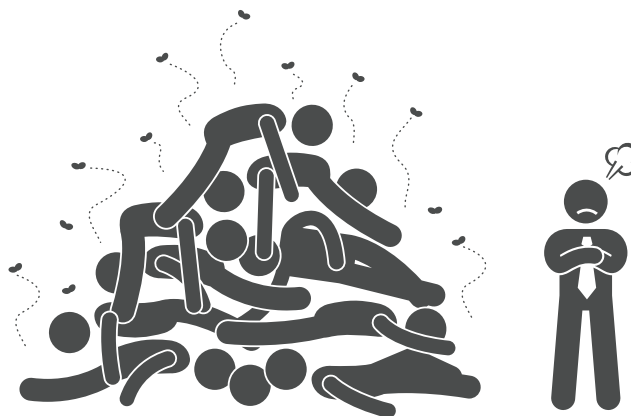
Traction is here *now*.

Opportunity is knocking *now*.

Starting a learning journey at this point is like base-jumping without any prior experience.

"How hard can it be?"

Failure will have some dire consequences.

We've seen it happen many times. An entrepreneur throws a bunch of bodies at the problem and discovers that a larger mass of human meat doesn't solve his challenge.

"It only was a three-body problem."

Finally, our company gets called in to clean up the mess.

Luckily, we do this for a living. For over a decade, our company Talent Sourcing Partner recruited highly intelligent people for fast growing companies.

We always aimed to do this with attention. Genuine concern for both the client and the talent.

Because if you manage to match ambitions and interests, any type of talent can find a home at a wildly successful company.

And we learned a LOT along the way. So, we decided to write this guidebook.

To help you manage your urgent crisis of opportunity.

> This guidebook helps uncover the hidden truths about finding, evaluating and hiring talent.

If you are a HR professional, entrepreneur or anyone else in need of people, we can help you confront this talent problem of yours.

A problem we like to call: the Serpent of Scarcity.