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As an engineer, I really liked the formula: Talent Magnet (TM) = B to the 3rd Power of A (Better Boss, Brighter Future, and Bigger Vision multiplied by the Awareness of the promise). There is a lot to think about in that equation, but it also symbolizes the challenge we all face in the competitive world we operate in.

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In Talent Magnet, Miller uses a clever and entertaining business fable to share these findings. He tells the parallel stories of Blake Brown, a CEO struggling with winning the war for talent, and Blake's 16-year-old son, Clint, who is trying to get his first job so he can raise money to buy a well for a village in Africa.

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I always see founders in purpose-driven organizations as a bit more intrinsically motivated. And the thing with these values minded entrepreneurs is that they often care more about their mission than anything else.

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