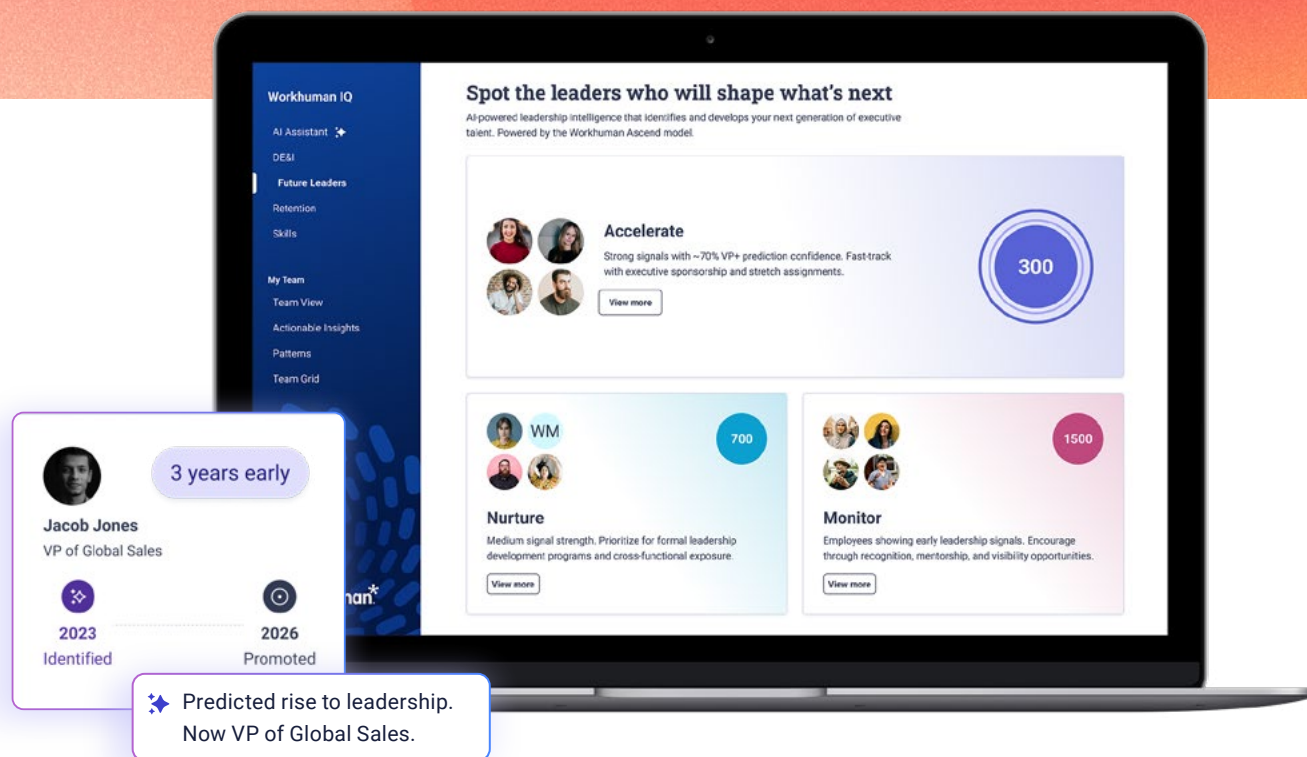




Future Leaders

Predict who will rise to leadership in the next 3 years.



Organizations invest heavily in succession planning and leadership development, yet many of the people who will become tomorrow's senior leaders aren't on the radar today.

Future Leaders is **powered by Ascend, Workhuman's patent-pending AI**, to analyze recognition and HR data, uncover the leadership signals associated with successful senior leaders, and identify employees with the potential to follow that path. The result is a new way to find, understand, and develop leadership potential earlier.

Why identifying future leaders can't wait

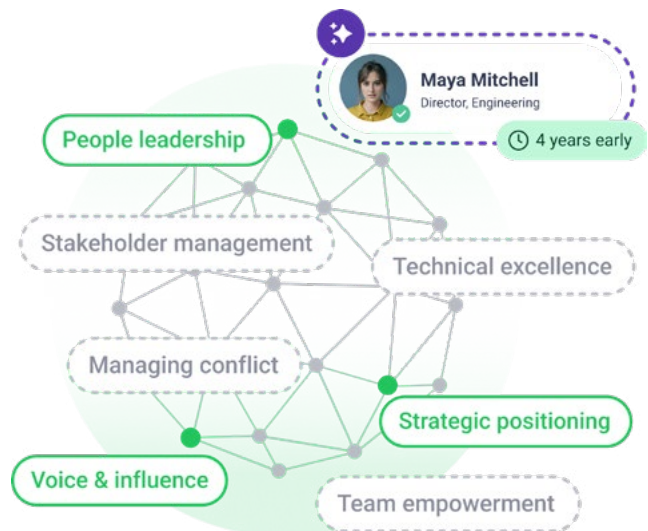
Traditional succession planning often starts with the people leaders already know, established practices, and predefined leadership pools.

Nearly 1 in 3 executives say their most critical talent and leadership decisions are **based more on intuition than on science and data.**

Source: [The Leadership Crisis You're Already In](#)

Yet, leadership potential doesn't always announce itself through job titles, tenure, performance ratings, or gut feeling. Some of **the strongest signals are embedded in everyday behaviors**, relationships, recognition, contribution, and career experiences.

Future Leaders brings those signals into view, helping organizations create a more complete picture of leadership potential informed by the people who see it in action. It moves from looking backward at who has already advanced to looking forward at who is most likely to advance next.



Make potential visible before it becomes obvious

Future Leaders analyzes patterns from employees who have progressed into senior leadership and uses those patterns to identify people showing similar leadership signals across the organization. Instead of relying solely on traditional talent processes, leaders gain a data-driven view of emerging leadership potential.



AI-powered leadership identification

Future Leaders is powered by Ascend, Workhuman's proprietary AI system. It uses recognition and HR data to match tens of thousands of distinct leadership signals to individuals across the organization, revealing patterns associated with advancement into senior roles.



A leadership model built for your organization

Rather than applying a one-size-fits-all definition of leadership, Future Leaders learns from the leadership patterns within each organization to create a unique view of what successful leadership looks like there.

The result is a leadership taxonomy or "Leadership Genome" that captures the signals, behaviors, and contribution patterns associated with senior leadership.



Surface the future leader pipeline

Future Leaders organizes identified employees according to the strength of the leadership signals they demonstrate, helping talent leaders explore their emerging leadership pipeline and prioritize focus.



Move from prediction to action

Identifying potential is only the beginning. Future Leaders gives talent and people leaders a clearer foundation for development conversations, mentorship, visibility opportunities, and targeted experiences that can help emerging leaders build the capabilities and exposure they need to progress.

Recognition alone surfaces the eventual future senior leader in **4 out of 5 matched peer tests** – 4x better than chance.

Turn recognition data into talent intelligence

Recognition data captures behaviors and contributions that traditional talent systems may miss.

Future Leaders brings those signals into the leadership conversation, using AI to help organizations identify the human patterns associated with advancement and uncover potential earlier.

Workhuman approach	Traditional approach
Anticipate leadership needs	React to leadership gaps
Uncover emerging potential	Identify known successors
Harness behavioral & recognition signals	Use traditional talent data
Define your specific leadership model	Apply generic leadership frameworks
Build pipeline via collective insight	Rely on manager-nominated talent pools

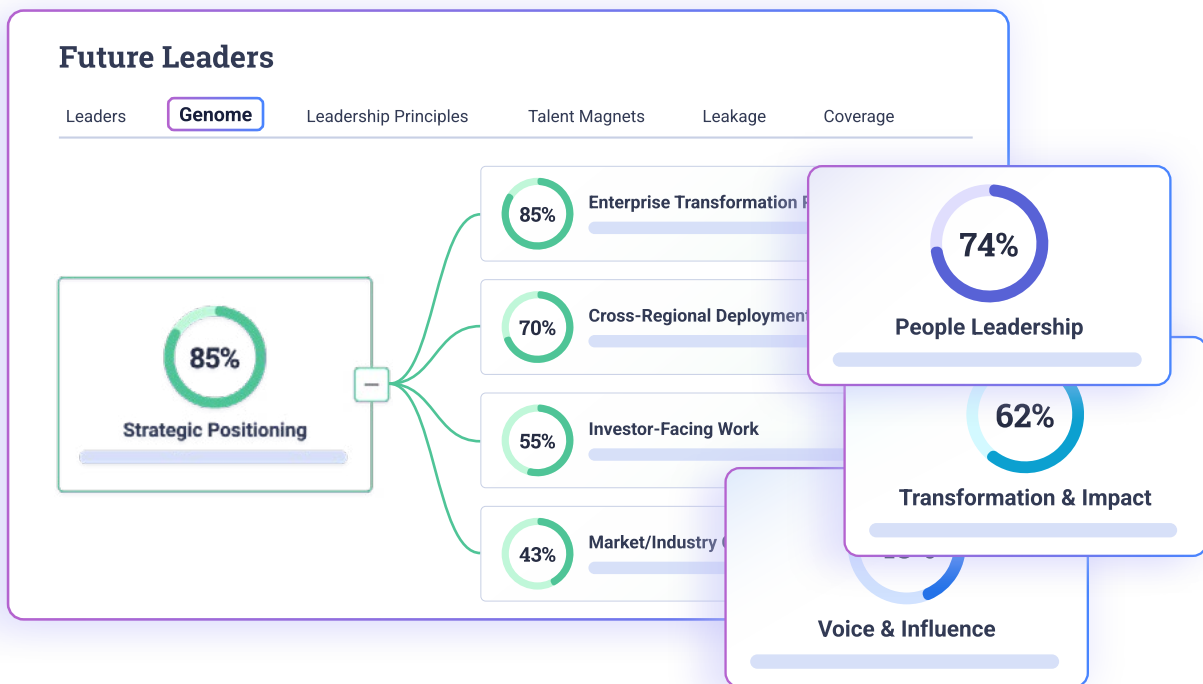
The difference is a leadership pipeline shaped by evidence, not just visibility – revealing who could lead next before they become the obvious choice.

From hidden potential to leadership opportunity

Future Leaders is designed to help organizations answer questions traditional succession planning can struggle to answer:

- Who in our organization is showing the **signals associated with future senior leadership**?
- What behaviors and experiences **distinguish our successful leaders**?
- Where are we **overlooking leadership potential** today?
- How can we **focus development and visibility** opportunities earlier?
- What does **leadership success actually look like** in our organization?

By bringing these answers together, Future Leaders helps organizations build a broader, more evidence-based view of their leadership pipeline.



The future of leadership is already in your workforce.

According to Primethos, up to 50% of external hires materially underperform within 18 months, underscoring the limits of a CV in capturing leadership readiness within the context of a specific organization.

The next generation of leaders may already be contributing, collaborating, influencing, and demonstrating the behaviors that predict future advancement.

Future Leaders helps organizations see those signals earlier.
Discover the leaders your organization hasn't identified yet.

Ready to uncover your future leaders?
Explore Workhuman's Future Leaders today.

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Or read more on our blog: workhuman.com/blog

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at our next Workhuman Live conference.

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