

POTENTIAL SPOTTER GUIDE

Who in your firm could be tomorrow's leader?

INAA Leadership Program

Leadership potential isn't always obvious.

It shows up in different ways—through curiosity, initiative, relationships, fresh thinking and the ability to influence others.

Use this guide to identify emerging professionals in your firm who could thrive in the **INAA Leadership Program**.



You don't need to have identified your next partner.

You need to identify someone worth investing in.

LOOK FOR PEOPLE WHO...



TAKE OWNERSHIP

They don't wait to be asked—they see what needs to be done and do it.



ASK & CHALLENGE

They ask smart questions and suggest better ways of doing things.



BUILD TRUSTED RELATIONSHIPS

Colleagues and clients trust them, value their judgement and seek their input.



THRIVE IN CHANGE

They are open-minded, adaptable and comfortable with new ideas and technology.



BRING A FRESH PERSPECTIVE

They see things differently and bring energy, creativity and new thinking.



INFLUENCE WITHOUT AUTHORITY

They can bring people together, lead ideas forward and get things done.

WHY IT MATTERS



Invest in their growth today, **strengthen your firm tomorrow.**



Develop confident, capable professionals who **make an impact.**



Give them international exposure, connections and **new perspectives.**



Help them see a bigger future—and a **future in your firm.**

WHAT TO DO NEXT

- 1 Think beyond the obvious. Consider **potential**, not just current role or seniority.
- 2 Have a **conversation**. Ask them about their interests, ambitions and what they enjoy.
- 3 **Encourage** them to apply. Support their participation in the INAA Leadership Program.
- 4 **Invest** in their potential. Give them the opportunity to grow, contribute and lead.



Tomorrow's leaders are already in your firm. Let's help them shine.



INAA LEADERSHIP PROGRAM
Inspiring the next generation of leaders
across our global network.

LEARN. CONNECT. SHAPE.