

The Leadership Pipeline Test

Before you automate entry-level jobs with AI, ask these 5 questions.

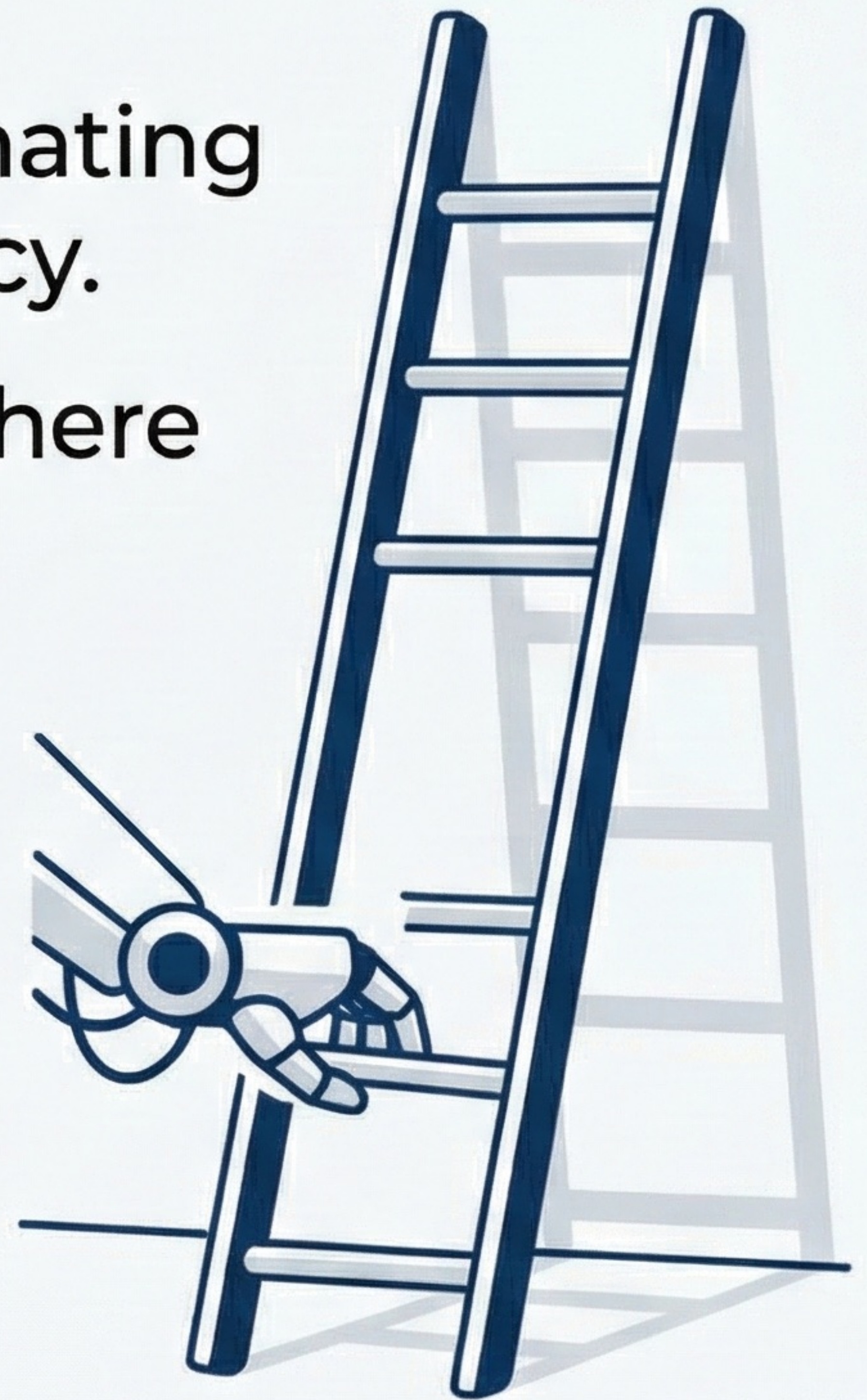


AI is eliminating the first rung of the leadership ladder.

Many companies are automating entry-level roles for efficiency.

But those roles were also where future leaders learned the business.

When you remove the job without replacing the learning... you risk **creating a leadership vacuum.**



Step 1: Is the work mostly repetitive?

Does this job mainly involve:

- routine data retrieval
- predictable processes
- structured decisions





Step 2

**Preserve
the role**



Does this role teach how the business works?

Do employees learn:

- customer behavior 
- operational systems
- how departments interact 



Step 3

AI may be appropriate



Does the role build human judgment?

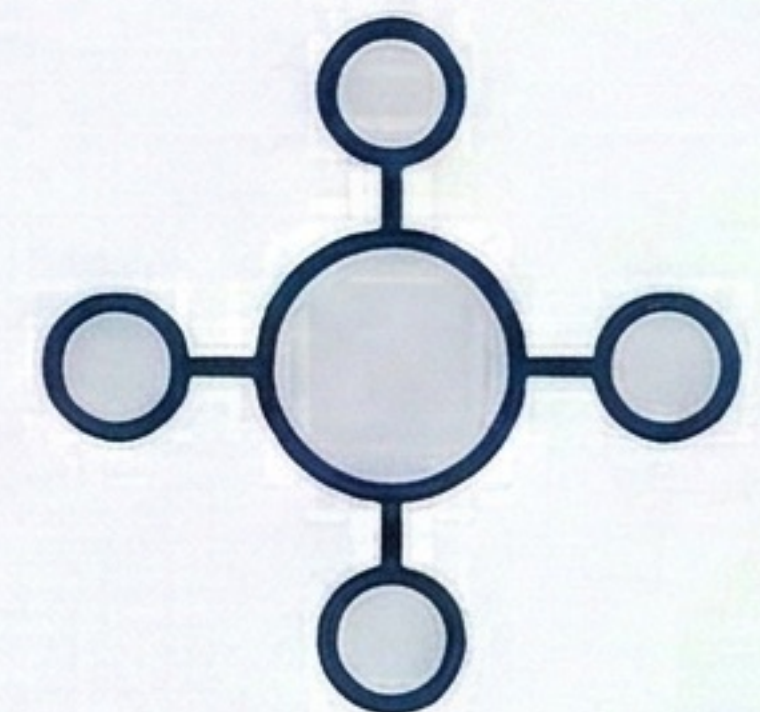
Does this job involve:

- resolving customer problems 
- handling exceptions
- making tradeoff decisions 



YES

NO



**Protect
the role**

**Move to
Step 4**



If we automate this role... Where will people learn instead?

Where will employees gain:

- operational experience
- customer exposure
- leadership reps



Step 4

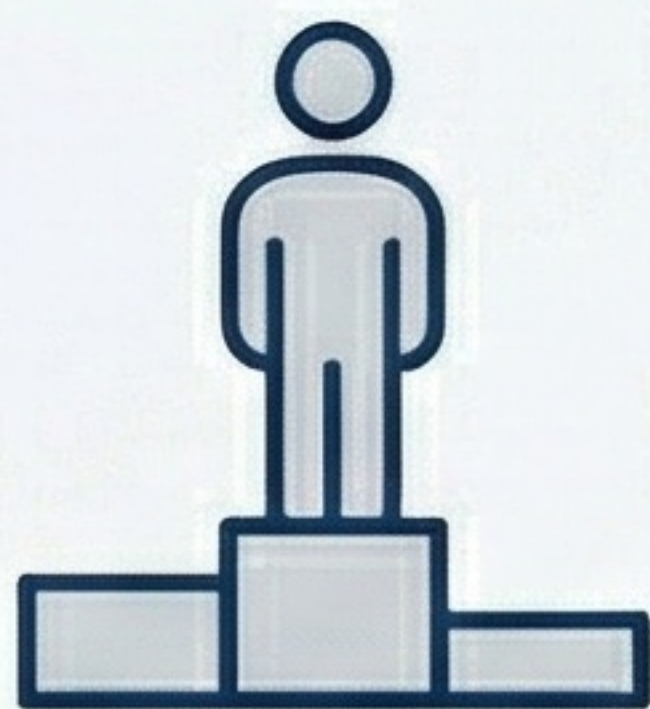
**You may be removing
your leaders pipeline.**



The Leadership Pipeline Test

Will eliminating this role

- weaken our future leadership bench?

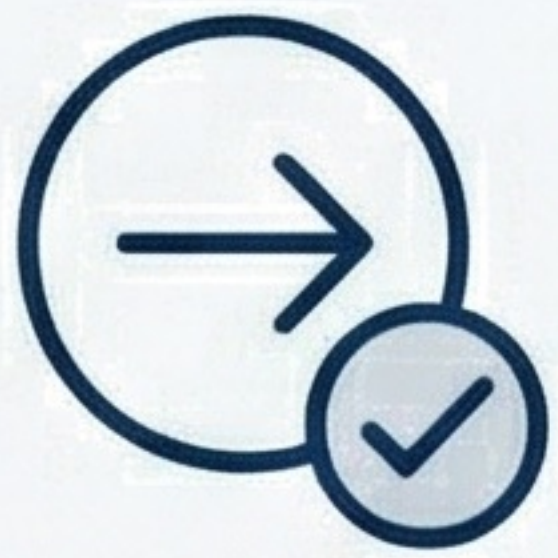


**Redesign
the role**



**Automation may
be appropriate**



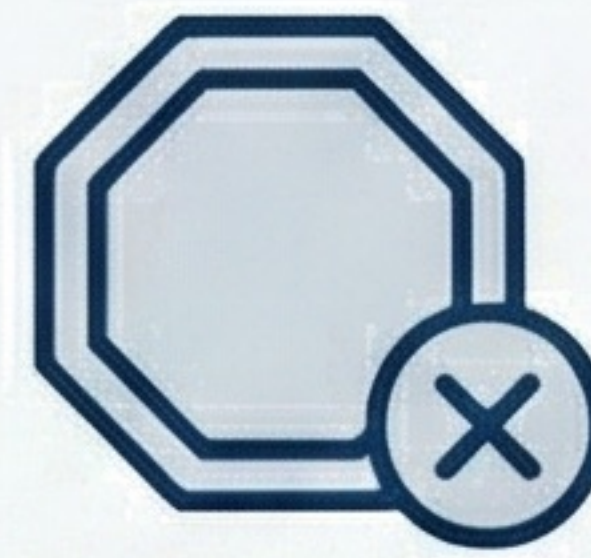


GO —

Automate

If the job:

- ✓ repetitive
- ✓ low judgment
- ✓ limited learning value
- ✓ alternative training paths exist



NO-GO —

Preserve

If the job:

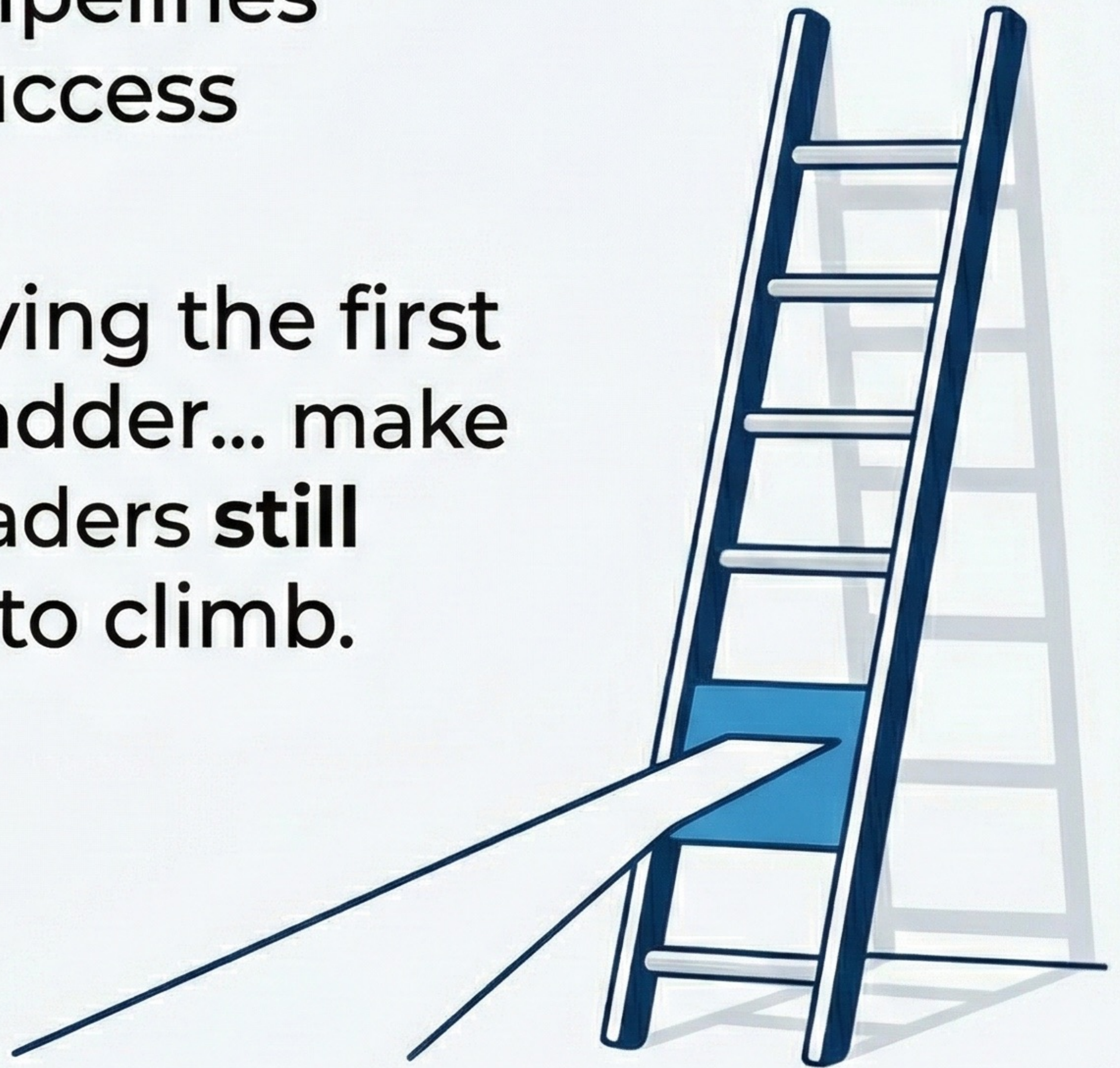
- ✓ teaches the business
- ✓ builds judgment
- ✓ exposes employees to customers
- ✓ develops future leaders



Efficiency saves money today.

Leadership pipelines determine success tomorrow.

Before removing the first rung of the ladder... make your future leaders **still** have a place to climb.



"If AI removes the first rung of the ladder... where will your future leaders learn to lead?"