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LEADERSHIP AND ARTIFICIAL INTELLIGENCE

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The field of artificial intelligence (AI) has experienced significant momentum in recent months, with notable advancements such as the emergence of ChatGPT. However, it is important to acknowledge that AI models like Google's AlphaGo and IBM's Watson have been in existence for a considerable period. Nevertheless, we appear to have reached a critical juncture where technology is poised to make a disruptive leap forward in terms of its capabilities. While concerns have been raised by various stakeholders regarding these developments [1, 5, 6], it is evident that these new capabilities hold great potential for businesses, organizations, and, most notably, their leaders.

The concept of VUCA, originally developed by the US military in 1980, has provided a framework for understanding the complex and volatile environments in which we operate. More recently, the BANI framework has emerged as another conceptualization of our current context, highlighting its brittleness, anxiety-inducing nature, non-linear dynamics, and inherent incomprehensibility [3]. It is within this context that leaders must navigate and guide their organizations.

These two developments, AI advancements and the BANI framework, present a set of challenges that leaders must confront. The business environment is characterized by escalating complexity and uncertainty, while new technologies are fundamentally reshaping the nature of work. However, by harnessing the power of emerging technologies, leaders can effectively mitigate the challenges posed by the BANI world.

Over the past century, the construct and practice of leadership have evolved significantly, as evidenced by documented research. The conceptualization and enactment of leadership have consistently mirrored societal, economic, and technological trends. In recent decades, information technology has emerged as a major catalyst in shaping the evolving nature of leadership. Scholarly literature has identified various stages in the

development of leadership, including the traits approaches, behavioral era, situational era, transformational era, and other significant frameworks [2]. It is these "other" frameworks that necessitate a comprehensive understanding in the present context.

In recent years, the most recent conceptualization of leadership has emerged as a system, as highlighted in scholarly discourse [4]. This new perspective signifies a departure from traditional notions that attribute leadership solely to individuals, emphasizing instead the intricate interplay among leaders, followers, and the contextual factors that influence their dynamics. Indeed, the context itself assumes a critical role in shaping this interplay.

Consequently, in order to effectively navigate the escalating complexity of the contemporary business environment, leaders must proactively embrace and apply the growing toolbox of artificial intelligence resources. This necessitates a deliberate examination of the potential risks and benefits associated with incorporating AI into their leadership practices, drawing insights from their own experiences and the broader knowledge base. By doing so, leaders can harness the transformative power of AI while remaining mindful of the inherent challenges and opportunities that it presents.

Future research endeavors should prioritize the exploration of the implications of integrating AI models on the nature of work and the concept of leadership. While AI models are currently in their nascent stage, they can be likened to the Internet during the 1980s. Similar to how the Internet underwent a transformative explosion that profoundly shaped our lives and work, AI models hold the potential to bring about similar paradigm shifts. The current AI models represent the equivalent of the 1980s Internet, and those who grasp the latent power of AI and effectively harness it have the capacity to disrupt their respective industries.

Nevertheless, it is imperative to acknowledge that great power must be accompanied by great responsibility. Understanding the ethical dimensions and ramifications of AI implementation assumes paramount importance [1]. It is crucial to approach the integration of AI with caution and meticulous consideration. In this regard, the academic community plays a pivotal role as it possesses the capacity to delve into emerging trends and comprehend the future trajectory of AI development. Researchers can contribute by investigating the long-term effects of AI on the nature of work, organizational dynamics, and leadership practices. By proactively engaging in research, academia can shed light on the ethical complexities associated with AI utilization and provide guidance on responsible implementation.

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