

Chapter 10


AI Learning and Talent Strategies in Transnational Education: Driving Global Leadership With Agility

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ABSTRACT

This study explores the integration of cultural agility, AI-driven learning, and future-proof strategies in transnational higher education. These components address globalization, technological advancements, and leadership challenges in diverse academic settings. By fostering inclusive environments and leveraging technology for personalized education, institutions can adapt to global demands, enhance resilience, and drive innovation. The research underscores the importance of de-

DOI: 10.4018/979-8-3693-9102-0.ch010

veloping talent pipelines and strategic frameworks to navigate the complexities of international education and leadership effectively.

1. INTRODUCTION

In the rapidly changing international education environment, TNHE needs to develop such skills among future leaders, enabling them to lead forthcoming organizations in a more connected and digitized world. This transformation has its cornerstone in integrating cultural agility, AI-driven learning, and future-proof strategies for talent development. These components address comprehensive challenges and opportunities presented by globalization, technological shifts, and adaptive leadership demands in higher education systems.

The critical competencies incorporated within TNHE are how cultural agility helps navigate and manage diverse cultural contexts. It fosters the development of cross-cultural competencies and supports inclusive educational environments that would better prepare students for active global citizenship and leadership positions (Caligiuri, 2012). AI-driven learning has further revolutionized talent development through innovative approaches toward personalized education, data-driven decision-making, and adaptive learning platforms to help a diversified set of learner needs (Dwivedi et al., 2021). The previous technologies are in harmony with the broader objectives of TNHE in responding to problems related to access, equity, and quality across borders.

Similarly, future-proof talent development mechanisms emphasize sustainability, continuous learning, and resilience to unexpected global challenges. These strategies emphasize human capital development by instilling lifelong learning attitudes and integrating digital technologies to improve learning outcomes. Adoption of gamification and simulation tools through AI may facilitate experiential learning in a classroom setting, thereby preparing students for complex scenarios in reality (Kim, 2022).

By balancing cultural agility with AI-driven innovations and forward-looking strategies, TNHE institutional leadership frameworks will be further improved and resiliently positioned in the exceedingly competitive educational landscape. With an integrated approach, institutional adaptability will thrive and further create scope for TNHE to foster a culture of global innovation, equity, and inclusivity (Santos et al., 2020).

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