Chapter 2
Transforming Leadership Practices Through Artificial Intelligence: A Systematic Review

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ABSTRACT

This systematic review examines the integration of Artificial Intelligence (AI) into leadership practices, focusing on its impact on decision-making, employee engagement, and organizational change. AI technologies, including machine learning, natural language processing, and data analytics, have transformed traditional leadership practices by enabling data-driven decision-making, improving operational efficiencies, and fostering innovation. The review synthesizes findings from 10 studies that explore AI's role in enhancing leadership strategies, including its influence on resource allocation, talent management, and team collaboration. However, challenges such as ethical concerns, biases in AI algorithms, resistance to adoption, and the potential loss of human judgment are discussed. The review also highlights how AI tools such as virtual assistants and chatbots contribute to

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improving communication and employee engagement. Ultimately, the paper aims to provide insights into how AI can be leveraged effectively in leadership practices, contributing to better organizational outcomes.

INTRODUCTION

Leadership is a dynamic and evolving practice that significantly influences the success and development of organizations. In recent years, the integration of Artificial Intelligence (AI) into leadership practices has emerged as a transformative force (Draissi et al., 2025). AI, which includes machine learning, natural language processing, and advanced data analytics, is increasingly being leveraged to enhance decision-making, improve operational efficiencies, and foster innovation within organizations (Selvarajan, 2021). The rapid advancements in AI technologies have created opportunities for leaders to not only streamline their existing practices but also adopt more data-driven, personalized, and effective approaches to leadership (Javed et al., 2024).

Leadership practices refer to the strategies, behaviors, and processes employed by leaders to influence, motivate, and guide individuals or teams towards achieving organizational goals (Cai, 2023). These practices are multifaceted, encompassing areas such as communication, decision-making, employee engagement, and strategic visioning. Traditionally, leadership has been largely reliant on human intuition, emotional intelligence, and interpersonal skills (Kalim et al., 2025). However, with the advent of AI, these practices are undergoing a profound transformation. AI enables leaders to make data-driven decisions, predict future trends, enhance team performance, and develop personalized strategies for employee growth and well-being (MAHABUB et al., 2025).

AI's potential to reshape leadership practices is vast. By providing leaders with real-time analytics and insights, AI can support evidence-based decision-making, help optimize resource allocation, and foster a more adaptive organizational culture (Malik et al., 2025). Furthermore, AI-driven tools, such as chatbots and virtual assistants, allow for better communication and feedback mechanisms, creating more efficient workflows and enhancing team collaboration (AbuSahyon et al., 2023). AI is also facilitating leadership in areas such as talent management, diversity and inclusion, and organizational change, all of which are essential in today's fast-paced, competitive business environment (Maqbool, 2025).

The objective of this systematic review is to explore the current state of AI's integration into leadership practices, identify the benefits and challenges associated with its adoption, and critically analyze the impact of AI on leadership effectiveness (Aziz et al., 2025). This review aims to synthesize existing research on the subject,