Redefining Leadership: AI Literacy as a Strategic Imperative

Claudette McGowan, Salah Sharieh, Alexander Ferworn, Toronto Metropolitan University
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Toronto Metropolitan University

Introduction

- AI is reshaping leadership.
- Leaders need technological proficiency and ethical insight.
- AI literacy is essential for strategic decision-making.

Leadership in the Age of AI

- Traditional leadership was intuition-based.
- AI challenges how knowledge and competence are defined.
- Leaders must understand AI capabilities and limitations.

What Is AI Literacy?

- More than technical knowledge.
- Includes understanding ML types, model bias, and overfitting.
- Recognizes AI limitations and ethical implications.

AI as a Leadership Imperative

- Leadership must be iterative, ethical, and experimental.
- Human judgment remains crucial.
- AI-literate leaders build trust and manage collaboration.

Organizational Resilience & AI

- AI enhances adaptability and decision-making.
- Used for scenario planning and predictive analytics.
- Case example: Airbnb's pandemic pivot.

Degrees of AI Proficiency

- 1. Foundational Reading: basic AI concepts.
- 2. Strategic Fluency: cross-functional alignment, governance.
- 3. Technical Depth: hands-on AI experience (CTOs, CIOs).

Barriers to AI Literacy

- Misaligned goals, communication gaps.
- Time constraints, fear of obsolescence.
- Lack of training and infrastructure.

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Policy & Governance

- OECD AI Principles (e.g., transparency, safety).
- Canada's AIDA (Bill C-27).
- Ethical guidelines, scorecards, stakeholder communication.

Recommendations for Leaders

- Establish AI governance systems.
- Invest in policy and AI literacy training.
- Prioritize transparency and ethical integration.

Conclusion

- AI literacy is a leadership necessity.
- Resilience and innovation depend on informed leaders.
- Invest in lifelong learning and ethical frameworks.

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