

How to Become a Human Leader versus Just a Leader in the Era of AI Following the Spiritual Exercises of Saint Ignatius

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Abstract:

Motivation: The rapid growth of artificial intelligence (AI) poses ethical and existential challenges for contemporary leaders. It is undeniable that AI offers transformative potential, but the risks of dehumanizing workplaces and compromising critical thinking and autonomy are very high. This paper explores leaders' need to integrate human-centric approaches from the Ignatian Spiritual exercises to counterbalance these challenges.

Problem Statement: Unfortunately, many leaders today do not have the framework to evaluate ethical dilemmas and the dehumanizing risks that AI poses. Without purposeful leadership, organizations are exposed to a culture of control, reducing employee autonomy that prioritizes profit over people.

Approach: The paper uses a multidisciplinary framework in combination with Ignatian Spiritual exercises and leadership theories, such as emotional intelligence and transformational leadership. To promote ethical purpose-driven decision-making, it encourages integrating self-awareness, discernment and detachment into leadership practices.

Results: The analysis demonstrates that the Ignatian principles offer a practical solution for leaders to balance economic imperatives with ethical governance. It brings transformational leadership to its purest form because of the balanced approach between self and society. Leaders integrating self-awareness and discernment reduce AI bias, increase employee satisfaction, foster human connection, and ultimately improve organizational effectiveness.

Implications: This paper suggests incorporating ethical principles into leadership training to navigate AI-driven transformations effectively. The practical steps recommend that leaders align organizational goals with human values, ensuring technology is used by humanity rather than controlled. In this way, leaders can remain human leaders.

Keywords:

leadership in AI, Ignatian spirituality, ethical leadership, transformational leadership, emotional intelligence.