



Global Leadership in the World of AI: Steps for Ethical Application

Dani Badgett

Operations and Strategy Leader, Nashville, Tennessee, USA

Michael King

Community Mental Health Specialist, New York, USA

Abstract

Background: This poster offers a practical approach to global leadership when introducing artificial intelligence (AI) into culturally diverse organizations. **Methods/Approach:** The approach draws from leadership theory, emerging research on AI in the workplace, and cross-cultural communication theory. Through this research, The Ethical AI Competency Model and AI Implementation Protocol were developed. **Objectives:** The Ethical AI Competency Model highlights six interconnected competencies: Cultural intelligence, Ethical AI Stewardship, Sensemaking and Strategy, Human-Oriented AI Application, Cross-Cultural Communication, and AI Literacy (Chee et al., 2025; Hagerty & Rubnov, 2019; Oh et al., 2026; Passlack et al., 2026; Yang et al., 2025). **Results:** Grounded in this competency model, the AI Implementation Protocol offers a seven-step protocol to support responsible and culturally inclusive AI adoption. **Conclusions:** At its core, the framework argues that successful AI implementation within global leadership necessitates human-centered values, organizational transparency, and the willingness and knowledge to adapt across cultures (Pillai, 2024; Rezaei et al., 2024).

Keywords: Servant Leadership, Global Leadership, Faith-Based Leadership, Women in Leadership, Narrative Analysis, Core-Ideology

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Poster

GLOBAL LEADERSHIP IN THE WORLD OF AI: STEPS FOR ETHICAL APPLICATION

ABSTRACT

This poster offers a practical approach to global leadership when introducing artificial intelligence (AI) into culturally diverse organizations. The approach draws from leadership theory, emerging research on AI in the workplace, and cross-cultural communication theory. Through this research, the Ethical AI Competency Model and AI Implementation Protocol were developed. The Ethical AI Competency Model highlights six interconnected competencies: Cultural Intelligence, Ethical AI Stewardship, Sensemaking and Strategy, Human-Oriented AI Application, Cross-Cultural Communication, and AI Literacy (Chee et al., 2025; Hagerty & Rubin, 2019; Oh et al., 2024; Paslack et al., 2026; Yang et al., 2023). Grounded in this competency model, the AI Implementation Protocol offers a seven-step protocol to support responsible and culturally inclusive AI adoption. At its core, the framework argues that successful AI implementation within global leadership necessitates human-centered values, organizational transparency, and the willingness and knowledge to adapt across cultures (Pillai, 2024; Rezaei et al., 2024).

BACKGROUND

In setting out to offer global leaders guidance for ethically implementing AI in the workplace, the researchers examined leadership theory, including trait-based and transformational leadership approaches. While these theories ground leadership, they do not presently address the growing technological disruption from AI (Carborelli-Hain et al., 2025). Power dependence theory suggests that those who fully understand AI will be able to strengthen their voice in the workplace and have more power and influence (Liu et al., 2025). In the global workplace, AI is redefining what it means to be a leader and how to obtain leadership roles. Global leaders must then understand how to adapt to AI and the ways it changes the workplace, while still building trust and collaboration across cross-cultural teams (Paslack et al., 2026).

METHODS

This poster synthesizes leadership theory, global leadership research, and AI ethics literature to identify core leadership challenges and responses in AI-enabled, culturally diverse organizations (Bannon & Bayash, 2023; Bird & Wierenthal, 2016; Scott & Klein, 2022). Based on the research, key insights were identified and integrated into the Ethical AI Competency Model, along with a seven-step Ethical AI Implementation Protocol for application of these competencies in the workplace. Global leaders must possess an understanding of AI and its outputs, a commitment to communicating across cultural lines, and a willingness to maintain human-centered, transparent approaches (Rabed, 2024; Paslack et al., 2026).

RESULTS

The Ethical AI Competency Model is the result of emerging AI research and key insights. This model defines the foundational principles for global AI leadership and serves as the grounding for a seven-step Ethical AI Implementation Protocol. Together, these elements provide actionable guidance for ethical, culturally responsive AI adoption and leadership decision-making (Bannon & Bayash, 2023; Rezaei et al., 2025; Paslack et al., 2026).

ETHICAL AI COMPETENCY MODEL:



AI IMPLEMENTATION PROTOCOL:



CONCLUSION

Ethical and effective AI leadership requires cultural intelligence, accountability, and transformational influence. The research shows that traditional leadership methods will not adapt with AI's demand for change. This framework offers practical tools for global leaders to align AI adoption with human-centered values across diverse cultural contexts (Tinsoli, 2025). Additional research will be necessary in understanding the impact on a human-centered approach in this new digital, AI-driven age. (Fleischman, 2024).

PRESENTER BACKGROUND

Danielle Badgett, Ph.D. Student

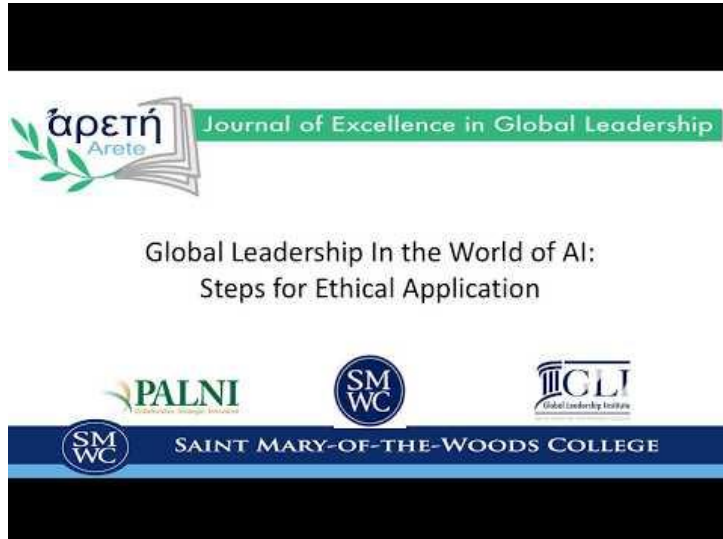
Michael King, Ph.D. Student

Saint Mary-of-the-Woods College, Global Leadership Studies

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About the authors



Dani Badgett (she/her) is a PhD student in the Global Leadership program at St. Mary-of-the-Woods College. Professionally, she is an operations and strategy leader based in Nashville, Tennessee, currently serving as an Integrator in the affordable housing development space. Her work sits at the intersection of operations and HR, where she builds strong teams and creates structure that helps organizations grow and scale with intention.

Over the past decade, Dani has supported organizations through periods of growth and change, with experience spanning higher education, nonprofits, and corporate

environments. She brings a steady, people-centered approach and focuses on aligning systems and day-to-day operations with what an organization is working to achieve.



Michael King is a Ph.D. student in the Global Leadership Studies program at Saint Mary-of-the-Woods College. Professionally, he serves as a Community Mental Health Specialist at The Jed Foundation, where he supports community-based organizations in strengthening the positive impact of their policies, programs, and practices on youth mental health. Through this work, Michael

partners with organizations to develop strategic plans for mental health and suicide prevention and to implement tangible, sustainable steps toward progress. His professional background also includes leadership roles in higher education and student affairs.

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