Chapter 1:

Evolution of Leadership

Historical context of Leadership

Leadership has, over the centuries, formed and reformed to the changes brought upon by culture, society, and technology. Ancient tribal chiefs and contemporary business executives both harness the influence of their role to shepherd their people towards a common goal. In appreciative understanding of the myriad ways leadership manifests, and in the processes of defining what good leadership looks like, especially in the context of artificial intelligence, understanding the comprehensive history of leadership explains the questions to be asked.

In ancient times, leadership was a role defined by the basic needs of survival. A tribal leader selection process revolved around the community's values of need. The chosen leader, be it for their physical prowess, wisdom, or spiritual authority, would serve as a guide for the rest of the society. The processes of community and society were defined, evolved, or uniformly separated from industrial processes and management. This marked the start of a period of changes to the processes of defining management.

However, the industrial revolution transformed the role of leadership management as a separate entity from the industrial processes. Management in this context means leadership as prompted by the development of Frederick Taylor's scientific management, or Taylorism, in which he sought to create processes of continuous improvement or devotion to the means of the purpose of improvement from refined repeatable processes. This formed the basis for the development of modern management.

The twentieth century saw a diversification of leadership theories. The Great Man theory was essentially a form of theory without basis. The twentieth century saw the development of leadership theories that focused on the behavior of a leader, as opposed to the presence or absence of personality traits. The modern leader is, or should, rather, be, viewed as a complex, multifaceted phenomenon. Modern leadership theories emphasize context, adaptability, and emotional intelligence. Transformational leadership has become more relevant as other contemporary leadership theories also highlight the importance of contextual factors, adaptability, and emotional intelligence.