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# Call for Papers 3/2023

Special Issue Editors 3/2023:

Prof. Dr. Stefan Güldenberg, Dr. Jan Langhof, Prof. Dr. Karin S. Moser

## Rethinking Leadership in the Digital Age

The eponymous 1981 album ‘Computer World’ by the band ‘Kraftwerk’ portrays a society in which digitalization permeates all aspects of our lives. It addressed issues that were decades ahead of their time, ranging from human-computer-interactions to love and emotions in the digital age. Forty years later we live in that imagined future. The world of work, including leadership, is in the midst of a massive digital transformation at all levels.

The ongoing digital transformation and the so-called ‘new normal’ in the future of work poses both challenges and opportunities for leaders and their organisations. It is reflected in ongoing academic debates, for instance regarding leading virtual teams, rethinking leadership theory, organisational transformation for virtual workforce, skills development for virtual team players, and the impact of digital technology on wellbeing that are all core to leadership effectiveness in a digital and hybrid world of work.

Core issues in both academia and among practitioners that we would like to contribute to with this special issue include but are not limited to the following:

- Which kind of leadership is required in a digital and hybrid world of work? How can models of and current debates around servant leadership, shared leadership, and distributed leadership contribute to these new challenges?
- What is and what should be the role of AI in leadership? Where can AI meaningfully support executive decision-making (e.g., with data mining tools; AI supported decision algorithms) and where do we need to draw the line and put the human touch first (e.g., to ensure ethical and high-quality decisions in complex situations)?
- How can leaders ensure wellbeing at work in a digital/hybrid work environment and what do leaders need to know, learn, and do to ensure everyone in their organisation can stay safe and healthy?
- How can leaders ensure equality and inclusion in a digital/hybrid world and balance the pros (e.g., advantages of working from home for working parents) with the cons (e.g., blurring of lines between private and work domains) and ensure fairness for all?
- What kind of training and skills do leaders need to be effective in the digital/hybrid future?
- How can we measure leadership effectiveness in a digital/hybrid world?
- What are the main ethical challenges for leadership in a digital/hybrid world?

With this special issue call, we would like to invite not only leadership and management scholars but also scholars from relevant neighboring disciplines such as computer and cognitive science, behavioral science, philosophy, psychology, and sociology.

*Manuscripts should be submitted in English only to increase impact and international readership. Please submit your paper by email (docx or PDF-file) to one of the guest editors of the special issue, who you may also contact for further information and questions.*

*Prior to submission, please visit the author guidelines on [www.dieunternehmung.ch](http://www.dieunternehmung.ch) and follow the instructions provided.*

### **Timeline**

Submission of contributions	October 1, 2022
Feedback on initial submission	December 15, 2022
Submission of revised manuscript	February 15, 2023
Submission of final manuscript	May 15, 2023
Publication of special issue	September 2023

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All submitted contributions are subject to a Double-Blind-Review.

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