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TWG2 – Leadership Empowerment

Integration proposal – Monica Cerutti

AI is redefining digital leadership

The AI transition is changing the nature of leadership itself.

Future digital leaders will not need only:
- technical expertise
- coding capabilities
- data management skills

They will increasingly need:
- critical thinking
- ethical awareness
- communication skills
- contextual understanding
- interdisciplinary vision
- ability to manage complexity and social impact

The competitive advantage of the AI era will not be only technological.
It will be deeply human.

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A strategic opportunity for women's leadership

Women remain underrepresented in ICT and digital leadership.

However, women are more present in:
- humanities
- education
- social sciences
- communication
- relational and care-oriented professions

These are precisely the competencies becoming increasingly strategic in AI governance and leadership.

AI leadership will require not only people who can build systems,
but people who can understand society.

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The urgency: awareness before exclusion

The AI transition is accelerating rapidly.

Those entering leadership spaces today will:
- define governance models
- shape organizational cultures
- influence ethical standards
- design future labour ecosystems

Without awareness and targeted action:
- existing gender gaps may widen
- women risk remaining outside emerging leadership spaces
- AI ecosystems may reproduce structural inequalities

We must help women recognize this opportunity before these spaces are fully occupied.

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