

## **Emergent Leaders and Transformational in Effective Leadership Development in Information Technology**

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The recent years have seen the growing interest towards effective leadership among scholars and yet, studies that examine leader development are still very few. Information technology (IT) is powerful and important as it can form and disrupt companies while also imparting companies with potential to expand. Meanwhile, leadership is highly restricted by context, and relevantly, to initiate the development of best practices for IT leadership development, the present paper attempted to study leadership development in the IT setting. Leadership was broadly reviewed in this conceptual paper, followed by a unified review of literature concerning leadership in the context of IT. Three recommendations for the attainment of effective development of IT leadership were elucidated in this study. Formal mentoring and vigorous feedback incorporated into the development plan should be part of the IT leadership development. For long-term success, IT leadership development should be made a primary process. Equally crucial for IT are the budding transformational leadership. IT departments should be the body implementing the proposed leadership development programs, considering that this study has found leadership to be among the most challenging skills to uncover in IT workforce. Training professionals can peruse the findings of this study in improving the leadership capability and development in the organization's IT unit. The reviewed literature found that within the IT context, the quantitative peer-reviewed research focusing on leadership development is unavailable. This denotes the need for more empirical works. Increased understanding of leadership development will be of value to both practitioners and researchers of IT.