

# LEGITIMIZING ALGORITHMIC AUTHORITY: A LEADERSHIP FRAMEWORK FOR AI GOVERNANCE

Leaders must build “Legitimacy Infrastructure” to sustain authority as technical, institutional, and social trust environments become volatile.

## THE TRIPLE THREAT OF VOLATILITY



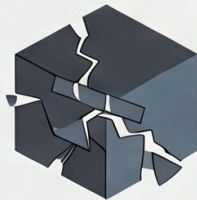
### Infrastructural & Institutional Flux

Instability in technical foundations and shifting regulatory priorities create gaps in oversight and compliance.



### Socio-Political Contestation







Fluctuating public trust and perceived bias can erode the legitimacy of even technically sound systems.



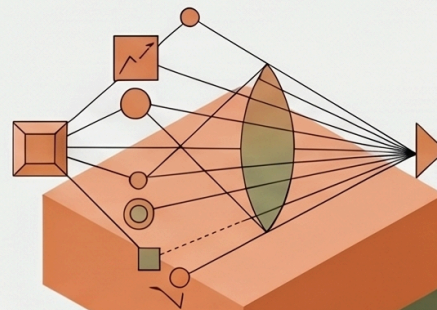
### The Innovation Constraint

Governance failure leads to stakeholder resistance, stalling subsequent AI deployments regardless of their risk profile.

## COMPARING TRADITIONAL VS. LEGITIMACY-BASED LEADERSHIP

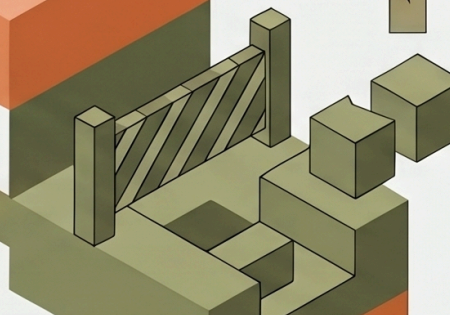
	Compliance-Based Governance	Legitimacy-Based Leadership
<b>CORE VIEW</b>	 Technical assurance problem	 Strategic leadership capability
<b>FOCUS</b>	 Documentation & Audits	 Contestability & Procedural Justice
<b>RESPONSE</b>	 Reactive to regulations	 Anticipatory sensemaking

## THE SENSING–STABILIZING–LEGITIMIZING FRAMEWORK



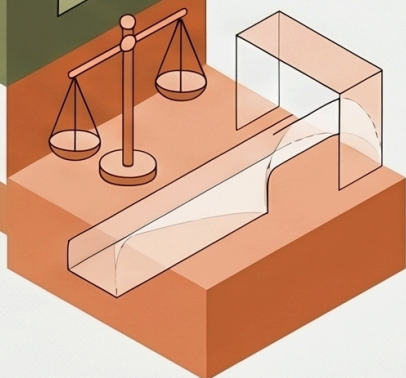
### SENSING: Anticipatory Harm Detection

Establishing feedback channels and drift detection to surface emerging harms before they escalate into crises.



### STABILIZING: Minimum Viable Safeguards

Building clear decision rights and escalation protocols that remain operational despite environmental uncertainty.



### LEGITIMIZING: Designing Procedural Justice

Ensuring algorithmic decisions are explainable and provide accessible, meaningful recourse pathways for affected individuals.