

Review of: "Navigating Complexity: The Role of Observation and Responsiveness in Agile Leadership"

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Potential competing interests: No potential competing interests to declare.

Agile leadership and complexity science are combined in this study to emphasise the importance of flexible tactics in releasing organisations from emergent occurrences. This paper presents a theoretical framework that highlights the importance of a behavioural reaction strategy for agile leaders in difficult situations. The topic is worth studying, but the overall flow of the paper fails to generate interest among readers. The paper requires summarization in order to better focus attention on the relevant points of proposed research. The flow of the article requires revisiting.

Some of the specific sections where improvement should be made by the authors is detailed below:

- The Abstract should highlight the work's uniqueness and theoretical difference from earlier published studies.
- The underlying motive for selecting complexity leadership theory should be mentioned briefly in the Introduction section. The authors should clearly justify the appropriateness of this theory vis-à-vis other related theories.
- The Introduction section is too long. It should be made concise and crisp.
- The literature review section, though comprehensive, should include more recent articles from the year 2022 as well as 2024. This would help readers acknowledge that the constructs mentioned in the article have relevance in the current turbulent times.
- Overall, the Introduction section should be further enriched to bring out the relevance of the article in the present scenario.
- Proofreading service is a must.
- Theoretical and Practical Implication sections should also be a part of the article.
- Research Methodology should be included too.
- Break long sentences into small, meaningful ones to improve the readability of the text.
- A dimension table summarizing the traits of agile leadership will provide clarity to readers.
- Keywords mentioned in the abstract should be separated by using a semi-colon (;).