

**Supplementary file 2.** Complex Leadership Studies in Non-healthcare Settings and Reasons for Exclusion

References to Excluded Papers	Reason of Exclusion
Mendes M, Mendes M, Gomes C: Promoting learning and innovation in organizations through complexity leadership theory. Team Performance 2016.	Conceptual Paper
Gilbert D, Shrieves L, Yearworth M: A Case Study of Applying Complexity Leadership Theory in Thales UK. Complex Systems Design \& 2016.	Engineering
Anderson RJ, Adams WA: Book Highlight—Mastery and Maturity, Consciousness, and Complexity: The Leadership Development Agenda. Global Business and Organizational Excellence 2016, 35(4):76-87.	Conceptual Paper
Yahaya M: Complexity of Leadership in the Context of Political Governance in Niger. In: Chaos, Complexity and Leadership 2013. ed.; 2015.	Public Administration
White BE: On Leadership in the Complex Adaptive Systems Engineering of Enterprise Transformation. Journal of Enterprise Transformation 2015.	Engineering
Scholten P, Keskitalo ECH: Bottom-up initiatives toward climate change adaptation in cases in the Netherlands and the UK: a complexity leadership perspective. Environment and Planning 2015.	Environment
Santos DVB: Complexity leadership theory and its relation to team effectiveness: explicit coordination as a key mechanism. 2015.	Public Administration
Rose EJ: A case study in complexity leadership: Preparing baccalaureate nursing students. 2015.	Education
Olalere A: Complexity and leadership crisis in Africa. International Journal of Public Leadership 2015.	Conceptual Paper

Niemandt CJP: Complex leadership as a way forward for transformational missional leadership in a denominational structure. HTS Theological Studies 2015.	Religious organisation
Muthan VM: Using chaos and complexity theory to design robust leadership architecture for South African technology businesses. 2015.	Industries
Henriquez CMG: Adaptive Leadership and Social Movements, Applying The Complex Theory of Leadership. Proceedings of the 58th 2015.	Social movement
Hazy JK, Uhl-Bien M: Towards operationalizing complexity leadership: How generative, administrative and community-building leadership practices enact organizational outcomes. Leadership 2015.	Conceptual Paper
Gantasala PV: Complexity Leadership and Knowledge Management in Higher Education. World Academy of Science and Engineering 2015.	Education
Eric G F, Yvonne R: The Challenge of Leadership Throughout the Organizational Life Cycle. In: Building Sustainably Successful Organizations, Fifth Edition. ed.: John Wiley & Sons, Inc; 2015: 305-330.	Conceptual Paper
Elkington R, Booysen L: Innovative Leadership as Enabling Function Within Organizations: A Complex Adaptive System Approach. Journal of Leadership Studies 2015, 9(3):78-80.	Conceptual Paper
Davis H: Social complexity theory for sense seeking: Unearthing leadership mindsets for unknowable and uncertain times. Emergence: Complexity and Organization 2015.	Conceptual Paper
Cunha, C. J. C. D. A., Gunther, H. F. & Gramkow, F. B. 2015b. Leadership and Complexity : A Bibliometric Study. <i>Business and Management Review</i> , 4, 578-590.	Bibliometric study
Chace S: The Cuban Missile Crisis: Leadership as Disturbance, Informed by History. Journal of Leadership Studies 2015, 9(2):63-68.	Law Enforcement

Carter DR, DeChurch LA, Braun MT, Contractor NS: Social network approaches to leadership: an integrative conceptual review. The Journal of applied psychology 2015, 100(3):597-622.	Conceptual Paper
Presley SP: How leaders engage in complexity leadership: Do action-logics make a difference? Fielding Graduate University 2014.	Industries
Levanti G, Picone PM: The Role Of Complex Leadership In Interfirm Strategic Networks: Enabling Effect Versus Emergence. Academy of Management 2014.	Industries
Heaslip RJ: Leading Complex Endeavors. In: Managing Complex Projects and Programs. edn.: John Wiley & Sons, Inc.; 2014: 155-169.	Conceptual Paper
Guarana CL, Hernandez M: Building sense out of situational complexity The role of ambivalence in creating functional leadership processes. Organizational Psychology Review 2014.	Conceptual Paper
Gregoire MB, Arendt SW: Leadership: reflections over the past 100 years. J Acad Nutr Diet 2014, 114(5 Suppl):S10-19.	Conceptual Paper
Geer-Frazier B: Complexity leadership generates innovation, learning, and adaptation of the organization. Emergence: Complexity and Organization 2014.	Conceptual Paper
Brown BC: Sane Leadership in a Crazy World: Essentials of Complexity Leadership. Academy meta-integral org 2014.	Conceptual Paper
Van Wart M: Lessons from Leadership Theory and the Contemporary Challenges of Leaders. Public Administration Review 2013, 73(4):553-565.	Public Administration
O'Connor SJ: The complex world faced daily by health care executives and ideas and direction to effectively deal with this complexity. J Healthc Manag 2013, 58(6):387-388.	Editorial
Nooteboom SG, Termeer C: Strategies of complexity leadership in governance systems. International Review of Public 2013.	Environment

Moerschell MBAL, Banner DK, Lao T, Singer T: Complexity Change Theory: Improvisational Leadership For Complex And Chaotic Environments. Leadership & Organizational Management Journal 2013, 13(1):24.	Conceptual Paper
Mason RB: Complexity Theory and Leadership for Turbulent Environments. J Soc Sci 2013.	Industries
Lindstrom RR: Leadership needs to shift in the health system: three emerging perspectives to inform our way forward. Healthc Pap 2013, 13(1):48-54; discussion 78-82.	Editorial
Liang TY: Edge of emergence, relativistic complexity and the new leadership. Human Systems Management 2013.	Editorial
Kowch EG: Conceptualising the essential qualities of complex adaptive leadership: networks that organise. Journal of Complexity in Leadership and in Management 2013.	Conceptual Paper
Hudson DL: Attachment theory and leader-follower relationships. The Psychologist-Manager Journal 2013, 16(3):147-159.	Conceptual Paper
Hazy JK: Rethinking Complexity Leadership. In: 73rd Annual Meeting of the Academy of Management. 2013.	Conference paper
Galbraith WS: The Complex Leadership Challenges of Joint Basing. 2013.	Law Enforcement
Curlee W, Gordon RL: Complexity and Program Management: leadership and complexity. In: Successful Project Management Strategies of Complexity edn.: John Wiley & Sons, Inc.; 2013: 103-115.	Conceptual Paper
Clarke N: Model of complexity leadership development. Human Resource Development International 2013.	Conceptual Paper
Booker R: Leadership of education psychological services: fit for purpose? Educ Psychol Pract 2013, 29(2):197-208.	Psychology
Bento FC: Organizational complexity: leadership and change in research-intensive academic departments. Norwegian University of Science and Technology; 2013.	Education
Antoniadis D: Leadership Style and Socio-Organizational Complexity: Managing Its Effects. Business Systems Review 2013.	Conceptual Paper

Alimo-Metcalf B: A Critical Review of Leadership Theory. In: The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development. edn.: John Wiley & Sons; 2013: 13-47.	Conceptual Paper
Zenouzi BN, Dehghan A: Complexity Theory and General Model of Leadership. Global Journal of Management 2012.	Conceptual Paper
Termeer C, Nooteboom SG: Complexity leadership for sustainable regional innovations. In: Leadership and Change in Sustainable Regional Development. edn. Edited by Sotarauta M, Horlings I, Liddle J; 2012.	Conceptual Paper
Terke_sli R: Chaos, Complexity and Police Leadership. In: Chaos, complexity and leadership edn.; 2012.	Law Enforcement
Stacey RD: Tools and techniques of leadership and management: Meeting the challenge of complexity; 2012.	Conceptual Paper
Psychogios AG, Garev S: Understanding Complexity Leadership Behaviour In SMEs: Lessons From A Turbulent Business Environment. ECO, 2012.	Industries
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Neyiřci N, Potas N: New Leadership Paradigms in the Complexity Science. In: Chaos, Complexity and Leadership 2012. Edited by Banerjee S, Eręetin SSu: Springer Proceedings in Complexity 2012.	Education
Morpurgo S: Leadership and Complexity. In: Projects and Complexity. edn. Edited by Francesco Varanini WG; 2012: 215-234.	Conceptual Paper
Marion R, Rumsey MG: Organizational leadership and complexity mechanisms. In: Oxford Handbook of Leadership. Ed: 2012.	Conceptual Paper
Krisko A, Stiles E: Learning to trust in organisational complexity–A theoretical framework of complexity leadership and collaborative community theories. 2012.	Conceptual Paper
Edson MC: A Complex Adaptive Systems View of Resilience in a Project Team. Systems Research and Behavioral Science 2012, 29(5):499-516.	Education

Bulutlar F, Kamaşak R: Complex Adaptive Leadership for Performance: A Theoretical Framework. In: Chaos, Complexity and Leadership. edn.; 2012.	Conceptual Paper
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Goldstein J, Hazy J, Lichtenstein B: Complexity and the nexus of leadership: Leveraging nonlinear science to create ecologies of innovation; 2010.	Conceptual Paper
Davidson SJ: Complex responsive processes: a new lens for leadership in twenty-first-century health care. Nurs Forum 2010, 45(2):108-117.	Conceptual Paper
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Marion R, Uhl-Bien M: Complexity and strategic leadership. In: Monographs in leadership and management volume 4 : being there even when you are not : leading through strategy, structures and systems Edited by Hooijberg R, Hunt JGJ, Antonakis J, Boal KB, Lane N; 2007.	Conceptual Paper
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Marion R, Uhl-Bien M: Leadership in complex organizations; 2001.	Conceptual paper