

8 LIST OF REFERENCES

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APPENDIX



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Economic and Management Sciences
Department of Human Resource Management
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**Participation in an academic research study:
*'Mental models of leaders in the South African quantum organisation'***

Research conducted by:

Ms. H. Malherbe (student nr.28338741)
Cell: 083 6369 880

Dear Participant

You are invited to participate in an academic research study conducted by Henriette Malherbe, a Doctoral student, busy with a PhD in Organisational Behaviour from the Department Human Resource Management, at the University of Pretoria under the supervision of Prof Yvonne du Plessis. *The purpose of the study* is to develop a theoretical construct on mental models of leaders in the South African quantum organisation. Senge (2006:8) defines the mental model as "deeply ingrained assumptions, generalizations, or even pictures or images that influence how we understand the world and how we take action." It is also concluded in the literature that mental models will therefore determine your change leadership effectiveness as leader.

Please note the following:

- You are invited to participate in an semi-structured interview of approximately 2 hours. The interview will be recorded and the researcher will also make field notes.
- If you choose to participate, your name will be acknowledged (optional) and the response you give will be made known. The benefits of participating in the study will also be discussed with you before the interview.
- Your participation in this study is very important to us. You may, however, choose not to participate and you may also stop participating at any time without any negative consequences.
- The nature of the interview will be semi-structured and should please be viewed as a conversation between yourself and the researcher on mental models of leaders in the South African quantum organisation.
- The results of the study will be used for academic purposes only and may be published in an academic journal or presented at a conference. We will provide you with a summary of our findings on request.
- Please contact my promoter, Prof Yvonne du Plessis (email: Yvonne.duplessis@up.ac.za) or myself (email:henriettem@vodamail.co.za) if you have any questions or comments regarding the study.

Please sign the form to indicate that:

- You have read and understand the information provided above.
- You give your consent to participate in the study on a voluntary basis.

Participant's signature

Date