

PARTICIPANT INFORMATION SHEET

Research Title: Who leads a Company?

Researcher:

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Supervisors:

Dr Kerry Tilbrook

Lecturer

Charles Sturt University

Australia

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Head International Program

Bern University of Applied Sciences

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Invitation

You are invited to participate in a research study on organizational structures. The study is being conducted by Mr. Yves Clerc from the School of Management and Marketing / Faculty of Business at Charles Sturt University.

Before you decide whether or not you wish to participate in this study, it is important for you to understand why the research is being done and what it will involve. Please take the time to read the following information carefully and discuss it with others if you wish.

1. What is the purpose of this study?

This is an approach to allocate numeric values to the professional network relationships among decision makers in the same organizational structure. The aim is to determine, measure and compare the internal influencers who might have final responsibility for strategic decisions.

2. Why have I been invited to participate in this study?

We are seeking participants aged 18-65 years, engaged in a working environment with an organizational structure to participate in this research. This online form will take about 10 minutes of your time to complete.

3. What does this study involve?

It is the aim of this dissertation to find an answer to the initial question 'Who leads a company?' and to develop an approach to allocate numeric values to relationships of decision makers in organizational structures. It is assumed that the literature review of the topics span of control, decision process, value chain and team roles – and eventually other topics which will be detected during the research – will result in enough criteria to describe the following points:

- To isolate the parameters which define the amount of power of each Top Management Team member in the decision process.
- To provide a systematic approach to allocate a numeric value to a relationship among different positions in the organizational chart. At least for the members of the Top Management Team.
- Use a guideline to evaluate the 'momentum of losing control' for a specific department in an organization
- Provide a guideline to find the potential influencers by analyzing organizational structures and team roles

4. Task

As it is the aim to come out with a user friendly spread sheet, mini-program or webpage where every reader can analyse his or her own company. The interviewee will be asked to test trial this application.

5. Are there risks and benefits to me in taking part in this study?

There are no risks involved in the participation of this online form. If for whatever reason you might feel some discomfort you can stop at any time. Before and after filling out the online form you will have the possibility to abort the process and to decide if your data can be stored or not for the further development of this research project.

Your participation can help to justify the viability of the developed application and might be an interesting opportunity for you as well to understand the allocation of decision-related influence in your organisation.

6. How is this study being paid for?

There is no company, organisation or professional body behind this research. The funds are coming in full from the researcher himself.

7. Will taking part in this study (or travelling to) cost me anything, and will I be paid?

Except for the electricity-consumption for your computer and your time there are no costs involved in participating in the online form.

8. What if I don't want to take part in this study?

Participation in this research is entirely your choice. Only those people who give their informed consent will be included in the project. Whether or not you decide to participate, is your decision and it will not disadvantage you. If you do decide to participate, you may withdraw from the project at any time without giving a reason and there are no data involved, which identifies you.

9. How will my confidentiality be protected?

No data will be collected which could be an indication of a direct link between you and your answer.

10. What will happen to the information that I give you?

Only the analysis of the data you are giving might be published in papers in management journals or/and in a thesis to be submitted for Mr Yves Clerc's degree.

11. What should I do if I want to discuss this study further before I decide?

If you would like further information please contact
Yves Clerc, +60162115412, yves.clerc@stauff.com.my

12. 'Who should I contact if I have concerns about the conduct of this study?'

NOTE: Charles Sturt University's Human Research Ethics Committee through the HREC of the Faculty of Business has approved this project. If you have any complaints or reservations about the ethical conduct of this project, you may contact the Committee through the Executive Officer:

The Executive Officer
Human Research Ethics Committee
Tel: (02) 6338 4628
Email: ethics@csu.edu.au

Thank you for considering this invitation.
This information sheet is for you to keep.