

## Appendix X

### Summary of Data Structure

<u>First-Order Codes</u>	<u>Second-Order Themes</u>	<u>DC Elements</u>
Strategic long term Competitive advantage Customer requirement Visionary Paint the big picture	Sensing	Sensing
Commitment/support Provide resources Attend meetings Make decision and act Involved /Coaching Roll up sleeves and do the work Walk the talk	Committing	Seizing
Constant communication Monitor environment Build trust Authentic Seek buy-in by communicating value Ownership by employees to their jobs Self motivated Open door policy	Communicating	Reconfiguration
Made priorities clear People focus Build talent Empower/Delegate Pass on information Continuous learning Train staff	Coordinating	Reconfiguration
Reward Recognize Encourage Pat on back Authoritative At whatever means necessary Not always share all info Flexible	Leadership Style	