

## **Appendix III**

### **Informed Consent**

#### **Consent to be a Qualitative Interview Research Participant**

##### **Title**

An Exploration of Leadership Behavior and Dynamic Capabilities in Sustained High-performing, Small U.S. Technology Firms

##### **Principal Investigator**

Tiffany Bussey, Director Morehouse College Entrepreneurship Center

##### **Introduction**

You are being asked to participate in a research study. This form is designed to tell you everything you need to think about before you consent to participate in the study. Your participation is completely voluntary; should you decide to take part in the study, you can choose to decline answering any question you are uncomfortable answering or completely withdraw from the research study without any penalty.

##### **Purpose**

The purpose of this study is to gain an understanding of the role that leadership behaviour plays in influencing sustained high performance in small firms.

##### **Procedures**

You are being asked to complete an anonymous web-based multi leadership questionnaire survey. The survey will be accessible to the PI and will focus on leadership behaviour and limited demographic information to be used only for analysis. The survey will take approximately 30 minutes or less to complete. You may also be asked to participate in an interview lasting 45-60 minutes. The interview will be audio-recorded; however, no identifying information will be included on the recorded transcripts.

##### **Risks**

Some of the survey or interview questions may be perceived as being of a sensitive nature. You may decline to answer any questions that you consider invasive or stressful. In the event you experience stress or anxiety during your participation in the study, you may terminate your participation at any time.

##### **Benefits**

There may be no personal benefit to you as a study participant, but the researcher hopes to contribute to the body of knowledge on the sustainability of small firms.

**Compensation**

No compensation will be provided for your participation in this study. However, in return for your support of this research, I will provide you with reports summarizing the research findings and highlighting the preferred leadership behaviour for sustained small firm performance.

**Confidentiality**

Your participation in this study will be anonymous. Any information you provide will be kept strictly confidential. Research records will be kept in a password-protected folder on the researcher's computer, and only the researcher will have access to the records. Your name, the name of your company, or other facts that might identify you will not be identified in the study. The digital audio-recordings will be destroyed upon completion of the study.

**Questions**

If you have any questions about this study or your part in it, if you feel you have had a research-related injury, or if you have questions, concerns or complaints about the research, you may contact Tiffany Bussey at [trbussey@morehouse.edu](mailto:trbussey@morehouse.edu).

If you have questions about your rights as a research subject or if you have questions, concerns, or complaints about the research, you may contact the Morehouse College Institutional Review Board via Ms. Alana Veal, [aveal@morehouse.edu](mailto:aveal@morehouse.edu).

**Consent**

I have read the above information. I have asked questions and received answers. I consent to participate in this study.

Name of Participant : \_\_\_\_\_

Signature of Participant: \_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Time

\_\_\_\_\_  
Signature of Person Obtaining Consent: \_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Time