

Appendix IX

Findings Validation Questionnaire for Expert Panel

The following are my research findings. On the basis of your experience, please tell me whether you agree, disagree or if the findings as presented does not makes sense. Please share your comments especially if you think I am missing something important or areas for improvement.	Strongly Agree (4)	Agree (3)	Neutral/ Not Sure (0)	Disagree (2)	Strongly Disagree (1)
1. a) Found multiple recurring patterns of leadership practices; sensing, committing, communicating and coordinating during process reconfiguration. Comments:					
1. b) In the presence of these recurring leadership practices (sensing, committing, communicating and coordinating) change coheres and builds, process reconfiguration is sustained. Comments:					
1. c) In the absence of these recurring leadership practices (sensing, committing, communicating and coordinating) process reconfiguration change is not sustained. Comments:					
2. a) Leaders who utilized transformational leadership style performed practices in co-constitutional manner. Comments:					
2. b) Leaders who utilized transactional leadership style performed recurring practices in a sequential manner. Comments:					
2. c) In the presence of transformational leadership style process reconfiguration was sustained. Comments:					
2. d) In the presence of transactional leadership style process reconfiguration was not sustained. Comments:					
2. e) Transformational leaders all practices some form of ambidextrous leadership style. Comments:					
3. a) Leaders who utilized transformational leadership style enabled explorative organizational learning. Comments:					
3. b) Leaders who utilized transactional leadership style enabled exploitative organizational learning. Comments:					
3. c) Leaders who utilized ambidextrous leadership style enabled double loop learning. Comments:					
4. What is your opinion on the proposed Dynamic Leadership Capabilities Model. Comments:					