Appendix C: RGT Interview Procedure

STEP	PROCEDURE	METHODOLOGY / COMMENTS
1.	The topic for the grid will be identified, which is how managers construe and make sense of leadership theories. Each meeting will start with a brief explanation of the study and the aims of the meeting. Time will be given for any clarification of the file card contents, when required, all of which will allow for rapport building at the outset.	Building rapport and establishing trust is essential when conducting face to face research in Egypt, particularly for female researchers in a male dominated society (ElKordy, 2013).
2.	A set of file cards (see Appendix D) each containing a description of each Element, will be utilized at this stage. Constructs will be elicited from triadic elicitation of the Elements and selected via a Latin square, (since there are 9 Elements in total). Constructs will be elicited by the researcher's qualifying statement: *'In which way are two of these theories similar and different from the third in terms of cultural appropriacy of managing your team?'* The interviewee will be able to physically separate the file cards so that the two similar leadership theories are separated from the third.	Triadic elicitation produces bipolar constructs (Caputi and Reddy, 1999) which is recommended by Jankowicz (2004). Triadic elicitation has been found to generate greater variation in construct type (Caputi and Reddy, 1999).
3.	Laddering down will commence at this stage. Questions such as '*How do you mean? In what way?*' are appropriate for laddering down (Jankowicz, 2004: 34).	Laddering is a technique which provides greater and richer detail of the elicited construct (Butt, 2003; Easterby-Smith et al, 1996; Fransella, 2003) and generates superordinate constructs (Fransella, 2003).
4.	The construct will be recorded on the grid and then the interviewee will be asked to rate each of the Elements on a scale of 1 to 5, as prescribed by Jankowicz (2004). The interviewee will be handed all 9 file cards to assemble them according to the rating scale.	Rating scales of between 5 to 7 are considered the normal standard in RGT interviews (Easterby-Smith et al, 1996). The rating procedure reflects the closeness of each Element in relation to each construct, thus identifying how the respondent construes the topic in question (Jankowicz, 2004: 14).
5.	This process (steps 2 and 4) will be repeated to generate new constructs until no further constructs can be elicited.	
6.	The supplied construct will be introduced: '*Overall, most/least culturally appropriate to managing my team*' The interviewee will be asked to repeat the rating procedure on this construct. Step 6 concludes the RGT interview procedure.	