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ANNEXURE A
DIFFERENT LEADERSHIP STYLE'S COPING WITH CHANGE
FOCUS GROUP DISCUSSION

1. INTRODUCTION

Please introduce yourself and your psychology registration category / ies

2. RESEARCH SCENARIO

In organisations, leaders are expected to introduce, manage and lead change initiatives. The systems psychodynamic perspective hypothesises that the leader will cope with these demands according to his / her leadership style. Kets de Vries and Miller have started exploring how the paranoid, schizoid, depressive, compulsive and histrionic leader will cope with change, but this research has not yet resulted in a behavioural profile per style. Furthermore, no South African research could be traced to assist in understanding the different coping styles in this country's unique circumstances.

3. FOCUS GROUP TASK AND QUESTION

- The primary task is to explore how the five leadership styles cope with change.
- The question is as follows: Using your own knowledge of psychology and experience of organisational consulting, explore as a group how leaders described as paranoid, schizoid, depressive, compulsive and histrionic would cope with change.

4. DEFINING THE CONSTRUCTS (FORM ONE)

PARANOID	
SCHIZOID	
DEPRESSIVE	
COMPULSIVE	
HISTRIONIC	

**5. FIVE LEADERSHIP STYLES AND COPING WITH CHANGE
(FORM TWO)**

PARANOID	
SCHIZOID	
DEPRESSIVE	
COMPULSIVE	
HISTRIONIC	