**GRADUATE SCHOOL OF BUSINESS LEADERSHIP**

| **Research Focus Area** | Leadership and Organisational Behaviour | | |
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| **Short description** | Leadership and Organisational Behaviour revolves around the study and application of knowledge about how individuals and teams behave in organisations. At the Graduate School of Business Leadership, the focus is often on how leaders behave and the effect thereof. The behaviour could be analysed at micro, meso and macro levels, and often requires taking a system approach. Specific focus areas include the effects of leadership on innovation and system psychodynamic theory. | | |
| **Supervision Team** | | | |
| **Name** | **Email** | **Academic Profile** | **Capacity** |
| Prof R Steyn | steynr@unisa.ac.za | Renier Steyn is a registered research psychologist and teaches strategic human resources management at the University of South Africa (Unisa). He holds a Ph.D. in Industrial and Personnel Psychology, a D.Litt. et Phil. in Psychology, as well as a Ph.D. in Business Administration. He is a C2-rated researcher with the National Research Foundation (NRF) and has twice been the winner of the Chancellor's Award for Excellence in Research. He has published several research papers (see <http://www.researcherid.com/rid/M-4675-2017>, <https://orcid.org/0000-0002-2446-3662>) and has presented his work at various international conferences. Students interested in contributing to the knowledge and practice regarding human resource management, leadership and innovation in organisations are welcome to contact him. | 8 DBL |
| Prof S Henning | hennis@unisa.ac.za | Associate Professor in Leadership and Organisational behaviour, Qualitative and quantitative Research methodology, MBL and MBA Research module co-ordinator | 4 DBL |
| Dr Derek Verrier | [dverrier1@gmail.com](mailto:dverrier1@gmail.com) | BSc(Eng), GDE, MSc(Eng), M.Phil (Leadership), D.Phil (Leadership), Postgraduate Diploma in Monitoring & Evaluation | 1 DBL |
| Dr Jan Nell | [jnell383@gmail.com](mailto:jnell383@gmail.com) | 2000: Doctor in Commerce, University of Johannesburg, Utilising Scenario Planning in formulating the Strategic Marketing Plan in the Commercial Vehicle Sector  2002 – 2007: Published 30 articles as Consulting Editor in Truck and Bus magazine  2018: Supervised 8 Honours students with research, Supervised 8 MBA/MBL students with  2019: Supervising 3 MBA/MBL students with research, Supervising 3 DBA students with thesis | 1 DBL |
| Dr Elsa Thirion Venter | elsa@markdata.co.za | MA Psychology (Pretoria), MBL (Unisa), D Litt et DPhil Consulting Psychology (Unisa)  Dr. Elsa Thirion-Venter is a professional researcher with an academic background in Business Leadership and Psychology. She is registered as a *Research Psychologist* at the Health Professions Council and she is also a Southern African Marketing Research Association (*SAMRA) Accredited Researcher* (SAR). In 2016 the SAMRA Board conferred *Honorary membership* on her*.* She co-owns a marketing research company based in Gauteng since 1996. She lectures Research Methodology (for MBL) and media research and design psychology (for Masters in Research Psychology). In the past she also lectured statistics (MBA and Masters in Research Psychology) and economics (for MBA). She acts a supervisor and external examiner for MBLs, MBAs, MIBs and DBLs at the SBL (Unisa) and MSA. | 1 DBL |
| **Reading: Subject Field** | | | |
| OR  Kleysen, R. F., & Street, C. T. (2001). Toward a multi-dimensional measure of individual innovative behavior. *Journal of Intellectual Capital*, *2*(3), 284–296. https://doi.org/10.1108/EUM0000000005660  Ramamoorthy, N., Flood, P. C., Slattery, T., & Sardessai, R. (2005). Determinants of innovative work behaviour: Development and test of an integrated model. *Creativity and Innovation Management,* *14*(2), 142–150.   * Reuvers, M., Van Engen, M. L., Vinkenburg, C. J., & Wilson-Evered, E. (2008). Transformational leadership and innovative work behaviour: Exploring the relevance of gender differences. *Creativity and Innovation Management*, *17*(3), 227–244. https://doi.org/10.1111/j.1467-8691.2008.00487.x | | | |
| **Reading: Research Methodology** | | | |
| Trafford, V. & Lesham, S. 2012 *Stepping Stones to Achieving your Doctorate: Focusing on Your Viva from the Start,* Berkshire: Open University Press | | | |