

October 9, 2023

Hello,

My name is Vanessa Blakley a doctoral candidate researcher working on my Doctoral of Management degree in Leadership and Organizational Behavior. I am conducting case study research to help virtual organizations gain best practices in aligning organizational goals & strategies with learning and development (L&D), using virtual competencies (i.e., social media skills, media skills, self-efficacy) using effective knowledge transfer among virtual workers.

Study Title: Virtual Leaders Elicit Knowledge Transfer Using Virtual Competencies

Inclusion: individuals who meets the following criteria for the study:

- Must be 18 years of age
- Virtual employee participants must have a minimum of one year experience working in a virtual or hybrid work environment at 100% (preferably virtual 100%)
- Virtual leader directly supervises and/or manages a 100% virtual worker employee as the first- or second-line manager in the roles as software engineer, operations manager, human resources, learning and development and information technology

The Activities for this research project will include:

- The willingness to answer a set of 6-8 interview questions related to the research (15-20 mins) via MS Office Teams or Zoom audio-visual equipment
- Willing to answer required demographic questions related to hire date, gender, age
- The information from these recorded interviews will be transcribed by me the researcher, and the data will be coded with secured, and assurance of your identity is protected

Your participation in this study is strictly voluntary.

All data in this study will be protected by not linking to participants and will be kept anonymous.

If you have any questions regarding the research, please contact the researcher Vanessa Blakley at blakleyhr@yahoo.com

Link to Anonymous Consent

If you are ready to upscale your virtual talent strategies for the coming year '2024, please click on the following [KnowCompConsent2](#) anonymous consent process.

Thank you,
Vanessa Blakley