

Identification of the Components of the Friendship-Oriented Leadership Model

Mehdi. Rahmati¹, Akbar. Etebarian Khorsgani^{2*}, Reza. Ebrahimzadeh Dastjerdi²

¹ PhD student, Department of Public Administration, Isfahan (Khorasgan) Branch, Islamic Azad University, Isfahan (Khorasgan), Iran

² Department of Public Administration, Isfahan (Khorasgan) Branch, Islamic Azad University, Isfahan (Khorasgan), Iran

* Corresponding author email address: etebarian@khuisf.ac.ir

Editor

Sepehr Khajeh Naeini 
Department of Environmental
Engineering, Lakehead University,
Canada
skhajeh@lakeheadu.ca

Reviewers

Reviewer 1: Masoud Hoseinchari 
Associate Professor, Department of Educational Sciences, Shiraz University, Shiraz,
Iran. Email: hchari@shirazu.ac.ir
Reviewer 2: Alinaghi Amiri 
Professor, Management Department, Tehran University, Tehran, Iran.
Email: anamiri@ut.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer: Focusing on the dynamics of friendship-oriented leadership, the study identifies various components that contribute to this leadership style using Grounded Theory. The objective to elucidate a more relational and empathetic form of leadership is timely and of significant interest.

The research utilizes semi-structured interviews with experts in organizational behavior, reaching theoretical saturation with 20 participants. While the qualitative approach is apt for such an exploratory study, further details on the selection process of these experts and their relevance to the study topic would strengthen the credibility of the findings. Additionally, the article would benefit from a more detailed discussion on the coding process and how each code contributes to the understanding of friendship-oriented leadership.

To further enhance the study's contribution, future research directions could include quantitative validation of the identified components or comparative studies across different industries and cultural settings. It's also recommended that the paper includes case studies or real-world examples of friendship-oriented leadership in action to illustrate its practical implications. Finally, acknowledging the limitations of the research, particularly in terms of its regional focus and the subjective nature of qualitative data, will provide a balanced view of the study's contributions.

Authors revised the manuscripts.

1.2. Reviewer 2

Reviewer: This research is crucial in the evolving landscape of organizational behavior, where traditional leadership paradigms are increasingly complemented by more relationally focused approaches.

Authors revised the manuscripts.

Employing Grounded Theory and semi-structured interviews, the study delves deep into the perceptions and experiences of organizational behavior experts. The methodological rigor is evident in the systematic approach to data collection and analysis. However, to enhance the robustness of the research, future iterations could consider a mixed-methods approach, incorporating both qualitative and quantitative data to corroborate the findings.

The identification of 72 codes categorized into main and subcategories offers a comprehensive outlook on the traits and strategies constituting friendship-oriented leadership. The article would benefit from a further breakdown of these categories, illustrating how each uniquely contributes to leadership effectiveness and organizational success. The implications for leadership training, development, and organizational policy based on these findings should be clearly articulated.

Given the dynamic nature of leadership studies, it's recommended that the research examines the application of friendship-oriented leadership across different organizational structures and sizes. Additionally, exploring the impact of cultural, economic, and technological factors on the viability and effectiveness of such leadership styles could provide valuable insights. Finally, a critical assessment of the challenges and potential resistance to adopting friendship-oriented leadership would prepare organizations better for integration and transition.

2. Revised

Editor in Chief's decision: Accepted.