

# RV: Autorización para uso de instrumento - Paper Contreras, Vesga & Barbosa (UIS)

Nestor Sanabria

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Para:RevistaDimensionEmpresarial <RevistaDimensionEmpresarial@uautonoma.edu.co>;

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**De:** ocontrerasp@gmail.com <ocontrerasp@gmail.com> en nombre de Orlando Contreras <ocontrer@uis.edu.co>

**Enviado:** jueves, 07 de abril de 2016 2:13 a. m.

**Para:** admonojsuac@gmail.com; Nestor Sanabria; nestor.sanabria@gmail.com

**Asunto:** Autorización para uso de instrumento - Paper Contreras, Vesga & Barbosa (UIS)

Profesor Nestor,

Respondiendo a su inquietud con respecto al uso del modelo y del instrumento para el estudio realizado en nuestro artículo, le estoy adjunto el mensaje que el profesor Lee Bolman (autor principal del modelo en mención) le envió al suscrito en el mes de febrero del año 2013.

En el adicional al envío de la versión en español y la autorización respectiva, también me hace la recomendación de allegarle cualquier producto de investigación que de él se derive.

De esto me encargaría yo, una vez salga a la luz la edición 2016-01 de Dimension Empresarial. Creo que al profesor Bolman le dará gusto verlo...

Creo que este mensaje sirve para el archivo de revisión del paper y de la revista misma.

Saludos,  
Orlando E. Contreras

----- Forwarded message -----

From: **Bolman, Lee G.** <[LeeBolman@umkc.edu](mailto:LeeBolman@umkc.edu)>

Date: 2013-02-26 12:25 GMT-05:00

Subject: RE: Regards from Colombia

To: Orlando Contreras <[orcontrer@uis.edu.co](mailto:orcontrer@uis.edu.co)>

Dear Professor Contreras,

Perdóname por no responder a su mensaje anterior.

However, I am happy to give you permission to use the instrument, subject to our standard condition: you agree to provide a copy of any report or publication that you produce based on data from the instrument.

In case it's useful, I attached a copy of a Spanish language version of our short self-rating instrument (which parallels Part II of our longer instrument). A version of the longer instrument in Spanish was developed by Dr. Elena Granell de Aldaz and colleagues at IESA in Caracas, but I can't locate a copy. Elena probably has it, but she has moved to Spain, and I no longer have a working email for her.

Best wishes.

Lee

Lee G. Bolman, Ph.D.  
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**From:** [orcontrerasp@gmail.com](mailto:orcontrerasp@gmail.com) [mailto:[orcontrerasp@gmail.com](mailto:orcontrerasp@gmail.com)] **On Behalf Of** Orlando Contreras

**Sent:** Tuesday, February 26, 2013 6:48 AM

**To:** [leebolman@umkc.edu](mailto:leebolman@umkc.edu)

**Subject:** Fwd: Regards from Colombia

Hello again Professor Bolman,

Last year I sent this message asking you permission to use the instrument "Frames Self-Rating Scales" in a survey for our region in Colombia.

I did not receive answer.

Would you think it could be possible to use it?

Regards,

Orlando E. Contreras  
Assistant Professor  
School of Industrial Engineering and Business

----- Forwarded message -----

From: **Orlando Contreras** <[ocontrer@uis.edu.co](mailto:ocontrer@uis.edu.co)>  
Date: 2012/8/15  
Subject: Regards from Colombia  
To: [bolmanl@umkc.edu](mailto:bolmanl@umkc.edu)

Dear Professor Bolman,

I am also a professor at the Universidad Industrial de Santander (Bucaramanga, Colombia) in the field of Human Resources. The first time I heard about your model was 2007 when I was in my MBA in Tulane University and I got very interested for it, because it can be used for both practical and theoretical purposes. I bought your book (Reframing Organizations) by Amazon and requested permission for the Instructor's Guide, which, at the end, I could download.

In fact, "4 frames" is object of study for my classes in postgraduate degree (my course is Management Styles) and my students always feel the impact of its accuracy and its utility for their jobs and their lives. Important to say, besides "4 frames" this course makes a description and parallel between different models.

Taking this into account, I have been working with 3 more students of Industrial Engineering in making a diagnosis for discovering the leadership styles of our region's managers (Departamento de Santander - *State of Santander*) and according with an expert analysis (5 different professors of management fields) made a couple days ago, "4 frames" would be the model which would be more adequate for our study.

We have found the instrument named "Frames Self-Rating Scales" in your website, and know that, despite there is permission for academic purposes with students during the class, we would need it for its application in our study (which is compound by nearly 180 surveys). Professor Bolman, that would be possible? Or what would be the procedure for us to get it? We truly appreciate your permission, given the fact that we are a public University and our group count on scarce resources for this project.

It something is possible... excellent!, If not... at least I could send you a message of appreciation for your work.

Thanks in advance and we are looking forward to a positive answer.

Best regards,

Orlando E. Contreras, MBA  
Assistant Professor  
School of Industrial Engineering and Business

