

Copyright Transfer Agreement

The transfer of copyright for the Work from author to publisher must be clearly stated to enable the publisher to assure maximum dissemination of the work. Therefore, the following agreement (hereafter known as the "Agreement"), executed and signed by the author, is required with each manuscript submission.

Emerald Publishing Ltd, subsequently referred to as "Emerald", recommends that you keep a copy of this completed form for reference purposes. Emerald is unable to publish your work until a completed and signed copyright transfer agreement has been received.

Journal Title (hereafter known as the "Journal"):	Strategy & Leadership
Article Title (hereafter known as the "Work"):	Distributed Leadership: A Systematic Literature Review

Title	Prof.		
Name	Christian	Harrison	
Job Title	Professor of Leadership and Enterprise		
Organisation	University of Bolton		
Address	University of Bolton, Deane Road, Bolton. BL3 5AB		
Address			
County/State	Bolton		
Country	United Kingdom of Great Britain and Northern Ireland	BL3 5AB	
Telephone		Fax	
Email	C.Harrison2@bolton.ac.uk		

All author names	Zaghmout, Bilal; Harrison, Christian
All author email addresses	b.zaghmout@yorks.ac.uk, C.Harrison2@bolton.ac.uk

In consideration of **Emerald** agreeing to consider the above-named previously unpublished original Work for publication (both parties agree that such consideration shall be deemed sufficient), I/We, by signing this form hereby assign worldwide copyright of the Work in all forms and media (whether now

known, or hereafter developed), in all languages for the full term of copyright and all extensions and renewals thereof.

I/We understand that **Emerald** will act on my/our behalf to publish, reproduce, distribute and transmit the Work and will authorise other reputable third parties (such as document delivery services) to do the same, ensuring access to and maximum dissemination of the Work.

Licence to Author: **Emerald** grants to Author a non-exclusive licence to use and reproduce in printed form all or part of the Work (after first publication by the Journal): as photocopies for an Author's use for classroom teaching to be distributed to students free of charge, and in any literary work written or edited by the Author. This licence is granted providing that all such copies include full attribution to the Journal and the appropriate copyright line. For further information about additional Author rights, please see [Emerald's Author Charter](#).

Authors submitting articles to **Emerald** warrant the following:

- I/We have the full power and authority to enter into and execute this Agreement and to convey the rights granted herein.
- The Work is an original work which I/We have created independently. It has not been published before in its current or a substantially similar form. Please refer to [Emerald's Originality Guidelines](#)
- The Work is not currently being considered for publication by any other journal or publication and will not be submitted for such review while under review by the Journal.
- Subject to the use of any third party rights where consents have been obtained in accordance with the paragraph below, I/We own all intellectual property rights vesting in the Work.
- If third party material has been used in the Work, I/We have obtained the necessary permission from the copyright holder/s to reproduce in the Work, in all media in all countries, and transmit via all reputable third parties, any such materials including tables, figures and photographs not owned by me/us (Please upload any permissions documents.).
- The Work does not contain any unlawful statements, does not infringe any existing copyright or violate any proprietary rights, rights of privacy or publicity, or any other rights of any third party. "Proof of consent" has been obtained for studies of named organisations and people (Please upload any evidence).
- All authors have received a final version of the Work, take responsibility for the content, agree to its publication and the order of authors listed on the paper.
- Anyone who has made a significant contribution to the research and the Work has been listed as an author. Minor contributors have been noted in the Acknowledgements section.
- I/We have declared any potential conflict of interest in the research. Any support from a third party has been noted in the Acknowledgements.
- I/We have read and adhered to the Journal author guidelines.
- I/We will not permit others to electronically gather or harvest and save to a separate server my/our Work.

I/We assert my/our moral rights to be identified as the author/s of the Work, in accordance with sections 77 and 78 of the Copyright, Designs and Patents Act 1988. I/We acknowledge that **Emerald** will ensure fair and faithful representation of my/our Work in all media and will take the necessary steps to protect the Work from unlawful copying.

I/We indemnify and shall keep **Emerald** Group Publishing indemnified against any loss, expense, injury or damage (including any legal costs and disbursements paid by them to compromise or settle any claim) howsoever caused incurred by **Emerald** directly or indirectly as a result of a breach of the above warranties.



req By clicking here you agree to the terms and conditions detailed above

req Date 16-Feb-2025