



Pan Africa
Christian University

POLD703 – CULTIVATING SELF LEADERSHIP

FINAL EXAM 2023

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Instructions

1. Answer **Question 1** and **ANY TWO** other questions.
 2. You are **NOT** to refer to any texts, notes, or any other material.
 3. You have **two hours** to complete the exam.
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Question 1 (Compulsory)

You have been sent on a global assignment to lead one of the branches of your organisation in a foreign country. On arrival you soon discover that, whereas several of your members are excited, many are not too enthusiastic about your leadership. Some are even attempting to undermine your success, while others are outrightly hostile. Using self-leadership principles and practice, discuss what factors might be at play and how you could navigate this situation and lead the branch to success.

Discuss in 1200 words.
10 marks

Marking Scheme

Explore possibility of negative <i>organisational politics</i> and how to address the same	3
Apply <i>Personal mastery</i> to control actions	2
Utilise <i>Emotional intelligence</i> to re-energise the team	2
Consider other factors – <i>Self Efficacy, Locus of control</i> , etc	2

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Question 2

Though there are people who may be quick to admit to their mistakes, others will simply not take personal responsibility for their actions. What leadership theories might explain this phenomenon and how can it be mitigated?

Discuss in 700-900 words
5 marks

A phenomenon of Attribution theory/ Locus of Control	2
Define Locus of Control	1
Point out conduct of Internals vs Externals	2

Question 3

After a successful team project, one team member, who is generally close to the leadership, compiles and presents a report that appears to give him credit for most of the work. The others feel indignant, especially because it was a collective effort by the entire team. What could be the underlying issues? How can you use Self leadership skills to defuse the tension?

Give a scholarly response in 700-900 words.
5 marks

Marking Scheme

Identify Organization politics at play	2
Utilise political skills for success in leadership	2
Show how negative politics can affect on teams	1

Question 4

“Values are like fingerprints. Nobodies are the same, but you leave them all over everything you do.” – Elvis Presley

Discuss with reference to Self-Leadership principles and practice.

Discuss in 700-900 words.
5 marks

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Identify the significance of values, ethics, and integrity	2
Danger of the compromise of values for expediency	1
True virtue is value-driven leadership	2

Question 5

It has been argued that in leadership, being is more important than doing. Discuss the extent to which you agree or disagree with this position in view of Self Leadership principles.

Discuss in 700-900 words

5 marks

Exemplary performance is short lived	1
Exemplary character is foundation to exemplary leadership	2
Failure in character will greatly undermine performance	2