

Team Leadership and Management



BUH3213: TEAM LEADERSHIP AND MANAGEMENT ONLINE EXAM

DATE: WEDNESDAY 30TH JULY 2025

TIME: 6.00-9.00PM

QUESTION 1 **COMPULSORY** **(10 MARKS)**

(a) Imagine you are leading a high-performing team that has been together for a long time. Discuss two potential challenges that can arise in such a team over time, and for each, propose a strategy you would use as a leader to maintain their high performance and engagement.

(4 Marks)

(b) Discuss the importance of Open and Honest Communication as a principle in fostering a strong team relationship. Provide an example to illustrate its application among team members.

(6 Marks)

QUESTION 2 **(10 MARKS)**

(a) As a leader, explain on the ways you can take advantage of the individual differences in your team to make the best out of the team.

(4 Marks)

(b) (i) Distinguish between leadership and management in a business context.

(4 Marks)

(ii) Provide an example where a person might excel at one but struggle with the other.

(2 Marks)

QUESTION 3 **(10 MARKS)**

(a) The COVID 19 pandemic saw many organizations shift to the usage of virtual technologies in their operations. Discuss **TWO** challenges that these organizations may have with their virtual teams.

(4 Marks)

(b) A common challenge for team leaders is managing conflicts effectively. Explain **TWO** common types of conflict that can arise in teams and propose a specific strategy for a leader to manage each type constructively.

(6 Marks)

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QUESTION 4

(10 MARKS)

(a) Novex Limited has been cited as an organization with high performance teams hence its consistent successes and profitability over the years. Discuss **TWO** characteristics of such teams. **(4 Marks)**

(b) (i) Lucy is a team leader planning a team building initiative. Explain **TWO** principles for effective team building that she should prioritize. **(4 Marks)**

(ii) For each principle, provide a specific action that she should take to ensure it is met. **(2 Marks)**

QUESTION 5

(10 MARKS)

(a) Explain **TWO** common barriers that are faced by high-performance work teams in an organization. **(4 Marks)**

(b) During the Covid 19 pandemic period, a number of organizations reported increased cases of conflicts amongst employees. With regard to this statement, discuss **THREE** negative consequences of conflicts in an organization and what a leader could do to reduce this vice. **(6 Marks)**

QUESTION 6

(10 MARKS)

(a) Enock is a team leader at Pension Limited. Explain any **TWO** qualities that he should possess for him to be classified as an effective team leader in the organization. **(4 Marks)**

(b) Psychological safety is often cited as a critical characteristic of high-performing teams.

(i) Explain the term psychological safety in a team context. **(2 Marks)**

(ii) Discuss **TWO** ways that the presence of psychological safety directly impacts a team's performance and innovation. **(4 Marks)**

End of Exam