

Team Leadership and Management

PAC UNIVERSITY

BUH3213: TEAM LEADERSHIP AND MANAGEMENT EXAM

ONLINE

DATE:

TIME:

ANSWER QUESTION ONE AND ANY OTHER THREE

QUESTION 1 (COMPULSORY) (10 MARKS)

Read the case study below and answer questions (a) and (b) that follow.

Case Study on Maridadi Limited

Maridadi Limited was formed in 2015. Its first CEO, Michael, saw the company grow in leaps and bounds. He created a strong team and culture that saw its profits increase year on year on. He also saw the opening up of 4 new branches which were equally profitable. Due to ill health, Michael opted to step down in 2020 which saw the board appoint Mr. James as the new CEO. In 2021, the company's profits began going down and a number of senior employees left the company. In 2023, two of its branches were closed.

(a) Explain the leadership style exhibited by:

(i) Mr. Michael; (3 Marks)

(ii) Mr. James. (3 Marks)

(b) As a management consultant, advise the new CEO on what he should do to bring the company back to stability and profitability. (4 Marks)

QUESTION 2 (10 MARKS)

(a) Kikwetu Limited has witnessed increased cases of conflicts in the recent past. Discuss **TWO** types of conflicts that may be evident within the organization. (4 Marks)

(b) As a leader, explain how you can take advantage of the individual differences to make the best out of the team in the organization. (6 Marks)

Team Leadership and Management

QUESTION 3 **(10 MARKS)**

- (a) Conflicts in the workplace may arise between groups because of a number of reasons. Explain any **TWO** of these reasons. **(4 Marks)**
- (b) The COVID 19 pandemic saw many organizations shift to the usage of virtual technologies in their operations. Discuss **THREE** challenges that these organizations may have with their virtual teams. **(6 Marks)**

QUESTION 4 **(10 MARKS)**

- (a) Qwix 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) Experts have noticed that organizations where employees tend to do tasks individually realize minimal results as compared to those where tasks are generally assigned to teams. Based on this statement, explain why teams are superior to individual efforts in an organization. **(6 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 suggest possible solutions. **(6 Marks)**

QUESTION 6 **(10 MARKS)**

- (a) Joel is a team leader at Anex 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) Discuss **THREE** ways that an organization can use to build the strengths of its team members. **(6 Marks)**

End of Exam