



PAN AFRICA CHRISTIAN UNIVERSITY
SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY
UNIVERSITY EXAMINATIONS FOR THE DEGREE OF DOCTOR
OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP

MAY-AUGUST 2018

CAMPUS: ROYSAMBU & VALLEY ROAD
DEPARTMENT: LEADERSHIP
COURSE CODE: POLD801
COURSE TITLE: LEADERSHIP THEORIES
EXAM DATE: MONDAY 6th AUGUST 2018
DURATION: 2 hours
MODE: ONLINE

INSTRUCTIONS

- Read all questions carefully.
- ANSWER **QUESTION ONE** AND ANY OTHER **TWO** QUESTIONS(**20 Marks**)
- You are expected to be comprehensive in each of your answer.

SECTION A (Compulsory)- Maximum Words: 1000

Leadership Theories

Leadership is like beauty; it's hard to define, but you know it when you see it.

(Warren Bennis)

Briefly critique the statement above in light of the different perspectives of leadership **10 Marks**

SECTION B: Answer any TWO questions- Maximum Words: 700

Followership

"Followers and leaders both orbit around the purpose, followers do not orbit around the leader" Ira Challef

In light of this statement by Challef, briefly discuss this "paradox of followership." To illustrate, use practical examples from your organization or one that you know. **5 Marks**

Organizational Theory and Design

"Organizations are hard to see. We see tall buildings, a computer workstation or a friendly employee; but 'the organization' is an abstract notion" Richard Daft.

While using your organization as illustration, discuss Daft's statement. Describe your organization's subsystems and culture from a metaphoric perspective. Use examples that justify the metaphoric perspective of your organization. **5 Marks**

Mentorship, Discipleship and Exit Planning

"The greatness of a leader is reflected in the quality of the followers." As a leader, briefly discuss a model you would create to apply mentorship, discipleship and exit planning in your organization. Explain the areas that need to be changed and how you would overcome the hurdles to effect the changes. **5 Marks**