



PAN AFRICA CHRISTIAN UNIVERSITY

MASTERS OF ARTS IN LEADERSHIP

END OF SEMESTER EXAMINATION

**DEPARTMENT
LEADERSHIP**

**COURSE CODE
MAL 503**

COURSE TITLE

RESULTS-BASED LEADERSHIP

**EXAM DATE
Monday, May 17th, 2021**

**TIME
17.30 Hours to 20.30 Hours**

**Duration
3 hours**

INSTRUCTIONS

- Read all questions carefully before attempting.
- Answer question one which is compulsory in section A and any one question in section B (20 Marks)

SECTION A (Compulsory)

QUESTION ONE

Mafuko Company has been struggling to achieve its desired results for the last five years which has resulted in the hiring and firing of two former company executives. In order to resolve this problem and before hiring another company leader, the Board of Directors has recommended for the engagement of a Consultant to help the company come out of this mess. You have seen this advertisement in one of the local dailies and upon applying, you have been given this responsibility.

Requirements

- a) Basing your argument on the understanding of Results-Based Leadership. Discuss the preferred leadership attributes of the next executive that you will recommend to Mafuko Company Board of Directors (6 marks).
- b) Evaluate characteristics of the desired results that the new executive should focus on (4 marks).

SECTION B (Answer ONLY ONE Question from this section)

QUESTION TWO

Using practical examples from an organizational context you are familiar with, examine how employee capability can be built in organizations (10 marks).

QUESTION THREE

Assess the critical capabilities essential for organizations seeking to achieve desired results (10 marks).

QUESTION FOUR

Using an organization of your choice, evaluate strategies that Results-Based Leaders use to involve and connect with customers in their day-to-day running of organizations (10 marks)

END