



PAC INSTITUTE OF TECHNOLOGY AND SOCIAL STUDIES END OF TERM 3 2024 ASSESSMENT

FORMATIVE ASSESSMENT

Qualification Code :
Qualification : INTRODUCTION TO LEADERSHIP LEVEL 6
Unit Code : UCC 105
Unit of Competency : INTRODUCTION TO LEADERSHIP

DATE: TIME: 2 HOURS

WRITTEN ASSESSMENT

CANDIDATE WRITTEN ASSESSMENT

INSTRUCTIONS TO CANDIDATE:

- 1. Read all the instructions carefully before attempting the question*
- 2. This paper consists of three sections, A and B*
- 3. Answer **ALL** questions in section A and **THREE** in section B*

4. *You are allowed 2 Hours to Answer the questions*
5. *Marks for each question are indicated in brackets*
6. *Write your responses in the Separate Answer booklet provided*
7. *Do not write anything in this question paper*

SECTION A (40 MARKS)

ANSWER ALL QUESTIONS

- 1a) Highlight **THREE** reasons why it is difficult to define leadership (3 marks)
- b) Outline **THREE** elements that are universal in the definition of leadership (3 marks)
- c) Define leadership (2 marks)
2. Describe **FOUR** characteristics of a good leader (4 marks)
3. Which style of leadership is described in these instances (4 marks)
 - a) In an emergency department at a hospital, the chief doctor makes quick, unilateral decisions to handle critical cases, prioritizing immediate action over consulting other staff.
 - b) In a school faculty meeting, the principal encourages teachers to contribute ideas for improving the curriculum. They discuss openly, and decisions are finalized through a group consensus.
 - c) A creative design studio allows artists to work on projects without constant oversight, trusting their skills and creativity to guide their work.
 - d) In a large multinational corporation, every procedural change requires extensive documentation and approval from multiple departments, delaying final decisions
4. What type of leadership is described below: (4 marks)
 - a) The head coach of a sports team inspires players by outlining a vision for championship success, emphasizing teamwork and excellence, motivating everyone to align with the season's goals.

- b) The restaurant manager, faced with supply chain disruptions, quickly adapts the menu and encourages flexibility among staff to meet changing demands.
- c) The principal of a performing arts school empowers instructors and students by fostering creativity and personal growth, challenging norms, and encouraging everyone to excel.
- d) The project manager in a tech startup sets clear goals for the team, establishing rewards for achieving specific milestones within the project timeline.

5. Outline **FOUR** characteristics of transformational leadership (4 marks)

6. Outline **FOUR** characteristics of trait theory of leadership (4 marks)

7. What functions of leadership are highlighted in the scenarios below? (4 marks)

- a) The leader conducts regular team meetings to share updates, clarify expectations, and encourage open dialogue, ensuring everyone is informed and aligned with organizational objectives.
- b) Faced with a production issue, the leader facilitates a collaborative approach, gathering input from various team members to identify root causes and implement effective solutions.
- c) The leader defines clear and ambitious quarterly targets, engaging the team in goal-setting discussions to create a shared vision and foster a sense of ownership and commitment.
- d) In a time-sensitive situation, the leader evaluates available options, consults key stakeholders, and picks the best option.

8. Highlight **FOUR** roles of political leadership (4 marks)

9. Outline **FOUR** instances when autocratic leadership may be necessary (4 marks)

SECTION B (60 MARKS)

ANSWER ANY THREE QUESTIONS

10a. A church leader aims at guiding their community by modeling Jesus' approach. With Biblical support from the Gospels, discuss **FIVE** principles of servant leadership as demonstrated by Jesus Christ that the leader could emulate. **(10 marks)**

b. A diverse team is led by different individuals who bring unique approaches to managing and motivating the group. With relevant examples, explain **FIVE** types of leadership that these team leaders might demonstrate **(10 marks)**

11a. With examples, discuss whether or not the **FIVE** key leadership roles/tasks were effectively realized in Kenya's leaderless Gen Z protests **(10 marks)**

b. With relevant examples, discuss the **FIVE** levels of leadership as proposed by Maxwell **(10 marks)**

12a. Think of a mentor who has greatly influenced you. With examples, describe their leadership style by highlighting **THREE** key characteristics and **TWO** weaknesses **(10 marks)**

b. Using Biblical examples, discuss **FIVE** essential elements of Christian leadership that leaders in faith communities can incorporate. **(10 marks)**

13a. In various leadership scenarios, explain **FIVE** types of power that leaders can exercise, providing relevant examples for each type. **(10 marks)**

b. Suppose you were the student Association president of Pan Africa Christian University, discuss **FIVE** challenges leaders may face, suggesting possible solutions for each.

(10 marks)