



PAN AFRICA

CHRISTIAN UNIVERSITY

DOCTOR OF PHILOSOPHY IN LEADERSHIP

END OF SEMESTER EXAMINATION

**DEPARTMENT
LEADERSHIP**

**COURSE CODE
POLD 701**

**COURSE TITLE
LEADERSHIP THEORY**

**EXAM DATE
AUGUST 2023**

**TIME
Duration
3 hours**

SECTION A (Compulsory)

Women remain significantly underrepresented in the corridors of power. As a result, all of society fails to reach its full potential, since inclusive societies tend to be more peaceful, fair, and prosperous. The latest IPU statistics show that out of 187 national parliaments only 13 were even close to equal representation. This unequal playing field remains distorted by a male-dominated political culture and outdated social stereotypes. When women run for office, they are often exposed to sexism, harassment and violence. Campaign finance is usually harder for them to get. Expectations that they will find time for other duties, such as those in the family, are for the most part, not placed on men. This is compounded by the rise of gendered online violence, which has increased significantly since it and other forms of discourse moved online during the pandemic.

We all need to understand and confront the barriers that keep women from public office, and that hamper their equal progress even after they are elected. The more inclusive societies that will result can only benefit us all. [UN 2023]

- a) Using an appropriate theory, justify key aspects or practices of leadership suitable for this expectation. **5 marks**
- b) Discuss some of the challenges that new organizational leaders are likely to face in meeting these expectations. **5 marks**

SECTION B: Answer any TWO questions

2.. Heifetz, Grashow, and Linsky (2009) identified a common leadership failure of treating issues as a technical problem instead of as an adaptive challenge. Discuss aspects suitable for this leadership practice. **5 Marks**

3. "A leader's attitude, behavior, and leadership style alongside environmental factors influences the productivity and satisfaction of a team" Examine this statement using an appropriate theory and examples **5 marks**

4. Jesus said, "I am the Good Shepherd. The good shepherd lays down his life for the sheep" (Jn. 10:11). Critically evaluate this statement using an appropriate leadership theory and examples. **5 Marks**

5. Organizational leaders frequently deal with concerns about integrity, ethics and law. Using an appropriate leadership theory and examples discuss mechanisms available for managing these concerns. **5 Marks**