



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 2024**

**TIME
Duration
3 hours**

Section A (Compulsory)

Steve Jobs, the co-founder of Apple, is renowned as one of the most successful and impactful leaders of his time. He managed to rescue this company from Bankruptcy in 1977, building a brand that has stood the test of time after having built innovation in computing, music, phones, and tablet computing, credited to his passion, intensity, and emotionalism, which he carried to the workplace. He valued his employees and allowed them to grow and lead in any way as per their capability and value, which saw the development of innovations such as iMac, iPod, Nano, iTunes, Mac books, iPhone and IPAD, and Apple Store, among others.

- i) Using an appropriate theory learned in class, discuss Steve Job's leadership practice.
- ii) Using examples from experience, explore some of the challenges leaders in Africa are likely to face in an attempt to excel in a similar leadership approach today.

SECTION B: Answer any TWO questions

3. Followers and leaders both orbit around the purpose; followers do not orbit around the leader" (Challef, 2009). In light of this above statement, briefly discuss the "paradox of followership" using practical examples from your experience. **5 Marks**.
4. Some scholars contend that adaptive leaders are responsive to change, build a better team culture, and enhance organizational performance. Evaluate this statement using practical illustrations. **5 Marks**
5. Contingency theory suggests that effective leadership depends on a leader's ability to adapt. Using an appropriate and practical example from experience, discuss the principles that underpin this leadership practice. **5 Marks**