



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 2022**

**TIME
Duration
3 hours**

SECTION A (Compulsory) - Maximum Words: 1000

1. Academic research suggests that everyone of us holds a mental prototype of leaders and thus we can identify a leader when we see one. For example, when following an election, you are likely to encode the characteristic that candidates show and then compare them with your own image of a leader. Broadly the characteristics we look for in leaders are twofold: they need to be competent and possess the power and ability to pursue intended actions. We also want them to show concern for us, the people they lead rather than benefiting the pursuit for a personal ideal.

a).Evaluate this statement using an appropriate leadership theory and examples from your own experience and demonstrate the practicality of this expectation for leaders. **(6 marks)**

b).Discuss how this perspective could provide a lasting solution to challenges facing organizations in the 21st century **(4 Marks)**

SECTION B: Answer any TWO questions - Maximum Words: 700 (for each question)

2. Servant leadership is inspired by the fear of God and its bottom-line is serving others instead of being served". "Discuss this statement based on your observations / experience on leading in organizations **[5marks]** Maximum Words: 700

3. History indicates that leadership has for long been associated with the male gender. Women leaders have therefore not been embraced in many societies. This is evidently depicted in the African societies despite significant calls for affirmative action to encourage more balance in appointment of women in elective and political positions.. In the light of this anecdotal observation, make a case for remedying the situation using examples from your experience **[5 marks]** Maximum Words: 700

4 .Leader-member exchange (LMX) theory conceptualizes leadership as a process that is centered on the dyadic relationship and interactions between leaders and followers, and this is the focal point of the leadership process." Using your knowledge and experience describe how this theory works to enhance performance in organizations. **[5 marks]** Maximum Words: 700

5. Courageous followers lead from behind, breathing life into their leader's vision. Discuss the darker side of followership using relevant examples from your own experience. **[5 Marks]** Maximum Words: 700