



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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**MAIN EXAMINATION**

**MAY – JULY 2018 TRIMESTER**

**FACULTY OF COMMERCE**

**MBA EVENING PROGRAMME**

**CMM 615: LEADERSHIP AND PERSONAL SKILLS DEVELOPMENT**

**Date: JULY 2018**

**Duration: 3 Hours**

**INSTRUCTIONS: Answer any THREE Questions**

**Q1. Answer carefully the following leadership theories:**

- a) If you are looking somebody for a senior position, what traits would you be looking for as the best predictors of managerial performance? Explain. **(10 marks)**
- b) How are technical, conceptual, and interpersonal skills related to managerial effectiveness? Which skills are most important at lower, middle, and higher levels of management? Explain. **(10 marks)**

**Q2. Regarding the situational approach and the path-goal theory, answer the following:**

- a) What situational leadership style would you adopt depending on development levels of followers? Explain giving your own examples. **(10 marks)**
- b) What is the path-goal theory? And what is the major strength and limitation? Explain. **(10 marks)**

**Q3. Regarding transformational/transactional and servant leadership, answer the following:**

- a) How could a leader be a servant? Isn't it a contradiction? How could this concept be effectively applied to business? Explain. **(10 marks)**

- b) We know that transactional leadership is basic and common in business. How is the new concept of transformational leadership related to it? Or are they mutually exclusive? Explain the model of their interplay. **(10 marks)**

**Q4. Regarding personal skill development, answer the following:**

- a) What is emotional intelligence? How could it contribute in making leaders more effective? Explain **(10 marks)**
- b) The skill of making difficult conversations is considered to be very important for a leader. How should a leaders handle crucial conversations? Explain. **(10 marks)**

**Q5. Discuss the following case:**

**Recruiting for the Bank**

Pat Nelson is the assistant director of human resources in charge of recruitment for Central Bank, a large, full-service banking institution. One of Pat's major responsibilities each spring is to visit as many college campuses as he can to interview graduating seniors for credit analyst positions in the commercial lending area at Central Bank. Although the number varies, he usually ends up hiring about 20 new people, most of whom come from the same schools, year after year.

Pat has been doing recruitment for the bank for more than 10 years, and he enjoys it very much. However, for the upcoming spring he is feeling increased pressure from management to be particularly discriminating about whom he recommends hiring. Management is concerned about the retention rate at the bank because in recent years as many as 25% of the new hires have left. Departures after the first year have meant lost training dollars and strain on the staff who remain. Although management understands that some new hires always leave, the executives are not comfortable with the present rate, and they have begun to question the recruitment and hiring procedures.

The bank wants to hire people who can be groomed for higher-level leadership positions. Although certain competencies are required of entry-level credit analysts, the bank is equally interested in skills that will allow individuals to advance to upper management positions as their careers progress.

In the recruitment process, Pat always looks for several characteristics. First, applicants need to have strong interpersonal skills, they need to be confident, and they need to show poise and initiative. Next, because banking involves fiduciary responsibilities, applicants need to have proper ethics, including a strong sense of the importance of confidentiality. In addition, to do the work in the bank, they need to have strong analytical and technical skills, and experience in working with computers. Last, applicants need to exhibit a good work ethic, and they need to show commitment and a willingness to do their job even in difficult circumstances.

Pat is fairly certain that he has been selecting the right people to be leaders at Central Bank, yet upper management is telling him to reassess his hiring criteria. Although he feels that he has been doing the right thing, he is starting to question himself and his recruitment practices.

### **Questions**

1. Based on ideas described in the trait approach, do you think Pat is looking for the right characteristics in the people he hires?
2. Could it be that the retention problem raised by upper management is unrelated to Pat's recruitment criteria?
3. If you were Pat, would you change your approach to recruiting?

**\*END\***