

**BACHELOR IN COMMERCE**  
**HUMAN RESOURCES OPTION**  
YEAR 4 SEMESTER 1 (JAN 2014/EV)  
**BHR4404**  
**LEADERSHIP AND TEAM BUILDING**

TIME: 2 HOURS

**INSTRUCTIONS**

ANSWER QUESTION ONE AND TWO OTHERS

1. You have been appointed as the general manager of MAKINI LIMITED, a firm dealing in growing and distribution of groceries across the country. During your probationary period, it did not occur to you that your juniors want you out. Only after your confirmation to the position 6 months later do you realize signs of rejection.
  - i. State why this is so and how it went unrecognized for that long. Justify your assertions.  
(15 Marks)
  - ii. Draft a proposal to your subordinate senior managers with accompanying schedule of activities of turnaround strategy.  
(15 Marks)
2.
  - i. There are different styles of leadership including military, democratic and free rein. Explicate how each of these influence socio-political environment in Kenya.  
(10 Marks)
  - ii. Contrast between leadership and management administration.  
(10 Marks)
3.
  - i. State and explain the demerits of each stage in team development with aid of a diagram and provide topical instances.  
(10 Marks)
  - ii. Enunciate the personalities affecting team members and purpose.  
(10 Marks)
4.
  - i. "Leaders are born and not made". Discuss the alternative narrative with supporting arguments.  
(10 Marks)
  - ii. Enunciate why roles of team members are imperative in driving its agenda.  
(10 Marks)
5.
  - i. How is transaction leadership a boon and a curse?  
(10 Marks)
  - ii. Discuss how Vision 2030 aligns leadership and team building in context of the three pillars of Vision 2030.  
(10 Marks)