

Quiz Grade: 90.0% (A)

Quiz Submission

Leadership Development and Succession Planning

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Total Questions: 10

Course Information

Course Title: Leadership Development and Succession Planning
Course Code: SCLDE 652
Credit Hours: 3

Quiz Questions, Student Answers, and Correct Answers

Question 1 of 10

Multiple Choice Question

Which of the following is a key component of effective leadership development?

Available Options:

(A) Mentoring ← STUDENT SELECTED ← CORRECT ANSWER

(B) Disciplinary actions

(C) Financial incentives

(D) Micromanagement

Student's Answer: Option A: Mentoring

Correct Answer: Option A: Mentoring

Question 2 of 10

Multiple Choice Question

Succession planning primarily aims to:

Available Options:

(A) Increase employee turnover

(B) Ensure continuity of leadership ← STUDENT SELECTED ← CORRECT ANSWER

(C) Reduce training costs

(D) Encourage early retirements

Student's Answer: Option B: Ensure continuity of leadership

Correct Answer: Option B: Ensure continuity of leadership

Question 3 of 10

Multiple Choice Question

What is the first step in creating a succession plan?

Available Options:

- (A) Identify potential leaders
- (B) Conduct a skills gap analysis
- (C) Establish a mentoring program

(D) Define key positions ← STUDENT SELECTED ← CORRECT ANSWER

Student's Answer: Option D: Define key positions

Correct Answer: Option D: Define key positions

Question 4 of 10

Multiple Choice Question

Which leadership style focuses on the development and empowerment of followers?

Available Options:

- (A) Autocratic
- (B) Transformational ← STUDENT SELECTED ← CORRECT ANSWER**
- (C) Transactional
- (D) Laissez-faire

Student's Answer: Option B: Transformational

Correct Answer: Option B: Transformational

Question 5 of 10

Multiple Choice Question

Which of the following is NOT a benefit of succession planning?

Available Options:

- (A) Reduces risk of leadership vacuum
- (B) Boosts employee morale

(C) Increases bureaucracy ← STUDENT SELECTED ← CORRECT ANSWER

- (D) Aligns talent with strategic goals

Student's Answer: Option C: Increases bureaucracy

Correct Answer: Option C: Increases bureaucracy

Question 6 of 10

Multiple Choice Question

What is a common challenge faced during leadership development?

Available Options:

(A) Lack of resources ← CORRECT ANSWER

(B) Overabundance of leaders

(C) Too much clarity in roles

(D) Excessive participation ← STUDENT SELECTED

Student's Answer: Option D: Excessive participation

Correct Answer: Option A: Lack of resources

Question 7 of 10

Multiple Choice Question

How can organizations measure the effectiveness of their leadership development programs?

Available Options:

(A) By monitoring stock prices

(B) Through employee satisfaction surveys ← STUDENT SELECTED ← CORRECT ANSWER

(C) By increasing work hours

(D) Through attendance records

Student's Answer: Option B: Through employee satisfaction surveys

Correct Answer: Option B: Through employee satisfaction surveys

Question 8 of 10

Multiple Choice Question

Which of the following is an essential trait for leaders in succession planning?

Available Options:

(A) Indecisiveness

(B) Vision ← STUDENT SELECTED ← CORRECT ANSWER

(C) Fear of change

(D) Preference for status quo

Student's Answer: Option B: Vision

Correct Answer: Option B: Vision

Question 9 of 10

Text Answer Question

Discuss the role of mentoring in leadership development. Provide examples of effective mentoring practices.

Student's Answer:

Mentoring does the following: 1. Accelerates Real-World Learning 2. Offers safe space to practice 3. Builds Organizational DNA Mentors pass down culture, values, and “how we really get things done here.” That’s what keeps companies consistent even when leadership changes. Pure training can’t do that. 4. Expands Networks + Visibility Good mentors pull mentees into rooms they wouldn’t reach yet. That sponsorship + exposure is how high-potentials get noticed for stretch roles. 5. Retention + Engagement Driver People stay where they feel invested in. Having a mentor signals “someone senior sees potential in me.” Engagement scores jump when mentoring exists. 1. Goal-Driven, Not Vague Start with: “What do you want to be better at in 6 months?” Bad: “Let’s meet and chat.” Good: “Goal = give tough feedback without killing morale. We’ll role-play 1 scenario/month + review real examples.” 2. Psychological Safety First Mentor shares failures too, not just wins. Sets rule: “Nothing leaves this room unless you say so.” Mentee only opens up when trust exists. No trust = no growth. 3. Structured Check-ins + Flexibility Best cadence: 45-60 min every 2-4 weeks. Put it on calendar. Structure: 15min update, 30min focus topic, 15min next actions. But let mentee drive the agenda. Their development, not mentor’s monologue. 4. Stretch + Exposure Effective mentors don’t just advise. They sponsor. Examples: Invite mentee to leadership meeting, assign them to lead a small project, intro them to 2 key stakeholders. “I’ll help, but you’ll do the talking.” 5. Feedback Loop with Action End every session with: “What’s 1 thing you’ll try before we meet again?” Next session starts with: “How’d that go? What did you learn?” Mentoring without follow-through = just advice. 6. Reverse/Mutual Mentoring Senior leader learns from junior about tech, Gen Z culture, new trends. Junior learns strategy + judgment. Both grow. Adobe + Unilever do this a lot. Red flags to avoid: Mentor does all the talking, no clear goals, meetings get canceled 3x, mentor just gives answers instead of questions. Want me to draft a simple 1-page mentoring agreement template you can use?

Correct Answer:

Mentoring in leadership development involves experienced leaders providing guidance and support to emerging leaders. Effective practices include regular feedback, sharing personal experiences, setting goals, and providing opportunities for mentees to lead projects. Examples include pairing senior executives with high-potential employees and creating formal mentoring programs.

Question 10 of 10

Text Answer Question

Explain the importance of aligning succession planning with an organization's strategic goals.

Student's Answer:

You Develop the Right Leaders Strategy 2026-2030 = expand to Africa + go digital? Then you don’t need 10 more COOs who only know US retail. You need leaders with regional growth + digital transformation skills. Alignment = you grow future skills, not past skills. Avoid Leadership Gaps at Critical Moments Nothing kills strategy faster than “We’re ready to launch X, but no one can lead it.” Aligned succession = your bench is ready when the strategy demands it. No 12-month external search mid-pivot. Better ROI on Development Training budget is finite. If you train for generic “leadership,” you get generic results. Train for strategy-specific capabilities = every dollar pushes the business forward. Signals Direction to Everyone When high-potentials see “We’re developing X skill because that’s where company is going,” they self-select in. People want to grow where the company is growing. Retention + engagement go up. Reduces Risk If your 5-year plan depends on M&A, AI, or new markets, but your successor pool has zero experience there, that’s a board-level risk. Alignment closes that gap before it becomes a crisis.

Correct Answer:

Aligning succession planning with strategic goals ensures that future leaders possess the skills and vision necessary to drive the organization forward. It helps in identifying talent that can meet future challenges and adapt to changes in the business environment, ultimately supporting long-term business success.