

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 2021-05-20 في تمام الساعة ٩ مساءً.
- ☐ الإجابة متاحة باللغة الإنجليزية أو اللغة العربية مع مراعاة أن تكون المصطلحات العلمية باللغة الانجليزية.
- ☐ يتم تسليم المشروع في صيغة ملف pdf مع الالتزام بنموذج الجامعة ولن تقبل أي مستندات أخرى.
- ☐ يجب مراعاة أقسام البحث الرئيسية (مقدمة Introduction، دراسات علمية سابقة Literature Review، طريقة البحث Methodology، النتائج والمناقشة Results and Discussion، وأخيراً المراجع References. وان كان هناك ملحقات Appendices يتم إضافتها)
- ☐ يجب الالتزام بـ Theme موحد كما يلي:
 - حجم الخط 12.
 - نوع الخط Arial.
 - لون الخط أسود.
 - المسافة بين الأسطر 1.5 line spacing.
 - عدد صفحات البحث (لا تقل عن ثلاث صفحات ولا تزيد عن ستة صفحات).

Instructor's Name: **Dr. Sara Adel**

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN **YOUR ORGANIZATION**: A CASE OF YOUR OWN.

Different leadership styles are the key factor in the success of any project. Project Leaders are responsible and accountable for the success/failure of the project. There are numerous responsibilities that are assigned to a Project Leader during the leadership journey.

YOUR MISSION:

Your research/project must provide an overview of information and knowledge in a corporate environment with an underlying theme of **defining leadership styles within applying the hard and soft skills** for that style needed by the leader to ensure successful project delivery in your organization. (You are required to demonstrate your understanding of the relevant body of works to real-life business research).

Choose one only of the following project leadership skills using the tools that we learned during the project leadership course; starting from identifying and assess the case till executing the project.

- Prioritization (Using tools for Estimation – Scheduling – Tracking – prioritizing stakeholders).
- Team management (Using Team structures – Team development stages – Team needs).
- Embracing Accountability (Using RASCI)
- Conflict resolution (Using the Thomas-Kilmann conflict mode instrument).
- Motivation (Using one theory of motivation – Types of motivators).
- Communication in the project.
- Influencing (Using different sources of LEADER POWER).

What you have to do:

Your project task requires the preparation of a full project proposal that should contain the following components:

- **Introduction:** A detailed statement of the problem, research aim, and objectives that you would like to investigate and discuss. **(2 points)**

- **Literature Review and Conceptual framework:** An analysis of the literature relevant to the research topic that will give you the conceptual basis for conducting your research from the previous studies. **(2 points)**
- **Methodology:** Based on the conceptual framework, research aim(s), and objectives, you need to provide a detailed description of the data collection tools, data sources. **(2 points)**
- **Results and Discussion:** Description about the main findings of a research, outline your thoughts to defend your research and to emphasize the significance of it. **(4 points)**
- **References:** Lists all the resources you've used in your project, and your refereed journal articles as well. **(2 points)**
- **Appendices (If it is available in your study):** Any supplementary material you need to add. (Optional)

[Write the names of the chapters/sections of your research/ project and briefly discuss what you will write in those chapters/sections] .

Best of luck...

Dr. Sara Adel

تأثير مهارات القيادة على نجاح المشروع في مؤسستك: حالة عملية خاصة بالطالب.

أساليب القيادة المختلفة هي العامل الرئيسي في نجاح أي مشروع. قادة المشروع مسؤولون عن نجاح / فشل المشروع. وهناك العديد من المسؤوليات الموكلة لقائد المشروع خلال رحلة القيادة.

مهمتك:

يجب أن يوفر بحثك لمحة عامة عن المعلومات والمعرفة في بيئة المؤسسة الخاصة بك وهي موضع الدراسة مع تحديد أنماط القيادة في إطار تطبيق المهارات الخاصة بالقائد والمناسبة لهذا النمط الذي يحتاجه القائد لضمان تسليم مشروع ناجح في المؤسسة. (أنت مطالب بإثبات فهمك لما تم دراسته وتطبيقه بالأبحاث الواقعية في مؤسستك).

اختر واحدة فقط من مهارات قيادة المشروع التالية باستخدام الأدوات التي تعلمناها خلال مقرر القيادة في المشاريع.

- Prioritization (Estimation – Scheduling – Tracking – prioritizing stakeholders).
- Team management (Team structures – Team development stages – Team needs).
- Embracing Accountability (RASCI)
- Conflict resolution (The Thomas-Kilmann conflict mode instrument).
- Motivation (Using one theory of motivation – Types of motivators).
- Communication in the project.
- Influencing (Using different source of power).

ما عليك القيام به:

تتطلب مهمة مشروعك إعداد مقترح مشروع كامل يجب أن يحتوي على المكونات التالية:

- مقدمة: بيان تفصيلي للمشكلة محل الدراسة، تحديد هدف البحث والأهداف التي ترغب في التحقيق فيها ومناقشتها من خلاله.
- دراسات علمية سابقة: تحليل الأدبيات والدراسات السابقة ذات الصلة بموضوع البحث والتي ستساعدك في مجال الدراسة لإجراء هذا البحث.
- المنهجية وطريقة البحث: بناءً على أهداف البحث، تحتاج إلى تقديم وصف تفصيلي لأساليب وأدوات جمع البيانات ومصادر البيانات والأساليب / الأدوات التي ستستخدمها.
- النتائج ووصف المناقشة حول النتائج الرئيسية للبحث: شرح مفصل للمشكلة محل الدراسة.
- المراجع: تسرد جميع المصادر التي استخدمتها في مشروعك، ومنها مقالات المجلات المحكمة أو المواقع المستخدمة للبحث.
- الملحقات (إذا كانت متوفرة في دراستك): أي مواد تكميلية تحتاج إلى إضافتها. (خيارية).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

THE IMPACT OF TEAM MANAGEMENT SKILLS ON PROJECT SUCCESS IN MATERNITY AND CHILDREN HOSPITAL-DAMMAM, SAUDI ARABIA

INTRODUCTION

Leadership is a process by which a leader can direct, guide and influence the behavior and work of others towards accomplishment of specific goals in a given situation.

Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal. Leadership is the potential to influence behavior of others. It is also defined as the capacity to influence a group towards the realization of a goal. Leaders are required to develop future visions, and to motivate the organizational members to want to achieve the visions [1].

Team building is an essential skill for today's leaders. The ability of staff to perform as a team as well as on an individual level is vitally important for the good of the department, as well as that of the whole organization. In order to build a cohesive team that is motivated towards common goals, managers need to develop a positive attitude and adopt a structured approach to leadership. Managers who adopt these skills will find that their team members achieve more and that the workplace becomes more efficient and productive [2]. Teamwork is essential in the provision of healthcare. The division of labor among medical, nursing and allied health practitioners means that no single professional can deliver a complete episode of healthcare [3]. Yet there is little formal training in teamwork skill development in undergraduate or postgraduate health professional education programs – teamwork skills are largely learned 'on-the-job' [4]. In healthcare, where patient outcomes are dependent on effective interdisciplinary teamwork, there is need for better preparation of health professionals in teamwork [5]. In maternity and children hospital - Dammam, there are no structured teams or the culture of team management that consists of team following a leader, it composes of departments and units supervised by seniors or managers who are not necessarily leaders. However, it is crucial to remember that a healthcare professional is a member of a team. He or she needs to be an effective member and leader in order to have an effective team.

My aim in this research is to find solutions to improve the teamwork process among healthcare professionals and also to determine the responsibility of each person in the team. As the work requires the effort of every person on the team.

LITERITURE REVIEW AND CONCEPTUAL FRAMEWORK

Teams consist of different people who bring diverse attributes to the project. Kelchner (2013) points out that maximizing the diversity within a team is important to allow for different skill-sets to come together and to share ideas for the best solution possible. If we suppress the natural dynamic flow of a team—with possible conflicts—self-induced barriers are created within that team. Therefore, the leader should strive to understand the culture of each team and find ways to strengthen the natural dynamics of that team and each of its members. A creative approach needs to be taken to drive the strategic vision of the organization through effective leadership [6].

Additionally, Whetton & Cameron (2011) point out a few factors that contribute toward effective team performance. These are: a heterogeneous team composition; increasing familiarity among project team members; team motivation which sharpens competence; team goals and overall feedback; cohesion among team members; and, decision-making processes within the team [6].

METHODOLOGY

A questionnaire was distributed among different departments employees in maternity and children hospital which had 21 general questions and was designed to capture some of the main leadership attributes. The questions are organized along three thematic blocks. The first one looks into the main leadership attributes. The second focuses on the impact of forming a dynamic team within each department. Questions from the third block cover several aspects related to the role of each person in the department. The questionnaire combined open-ended questions and multiple-choice questions with predefined answers offering respondents the possibility to choose and rank among several options or the possibility to grade on a “very low” to “very high” scale. For these questions, an optional space was provided to elaborate on the answer. This open part is considered of great importance for a Survey of this kind as it

contributes to improving the interpretation of its overall results and provides with additional valuable material.

RESULTS AND DISCUSSION

To examine the relationship between leadership roles and team effectiveness, stepwise regression analysis was conducted. Two groups, non-professional and professional, are used to as moderator to find the causality between these variables. There are not any significant differences between male and female members' perceptions of both team effectiveness and leadership roles. Furthermore, managing diversity dimension between professionals and nonprofessionals is statistically significant at the level of 0.001, and the other dimensions do not have any statistically significant relationship. With respect to correlation analysis findings, leadership roles and team effectiveness variables are significantly correlated to each other. Most of the employees' responses emphasized on the need for forming teams to enhance the spirit of cooperation and spread the culture of teamwork among maternity and children hospital.

These findings support that there exists a relationship between leadership roles and team effectiveness. In other words, leader's role in helping the team to clarify, define or manage a goal cannot be overlooked.

In my opinion and based on the questionnaires I found that our hospital needs leaders who possess transformational / visionary leadership style in order to inspire other team members to common gals and to make a real change in the organization as team members need to inspire and be inspired to achieve extraordinary outcomes.

CONCLUSION

Balancing leadership and teamwork as two sides of the same coin has become necessary in an increasingly competitive environment, especially in the healthcare sector. Tapping into the best that a team can yield toward a relentless pursuit of organizational success requires greater emphasis on the 'soft' skills of leadership. However, balancing the two intertwined phenomena is a worthwhile endeavor that is doable through persistent interpersonal effort by both leader and followers. The basic framework of soft skills spanning and balancing leadership and teamwork presented in

this research attempts to encompass best practices in this arena. It needs further expansion, categorization, and empirical testing, but will serve as a good starting point. Leaders in the hospital need to be continually evaluating their: leadership styles and perceptions; understanding of different cultures; individual and team motivations; interpersonal skills; levels of creativity; ability to manage change; communication style; listening ability; decision-making skills; and, personal ethics. A leader must marshal appropriate skills and tasks to successfully build teams, accomplish goals, and avoid pitfalls. However, the achievement of all of these requires a leader to be flexible and capable of finding creative and effective solutions. The inevitability of maternity and children hospital change requires a proactive, forward-looking approach. This means that the leader should be prepared to develop novel and effective methods of timely and complete communication, team-building, negotiation, and conflict resolution—in parallel with the technical aspects of schedules, risks, and resources.

Each department should form teams who is an essential component of successful organizations today—and building and motivating teams are necessary pursuits to attain that success. Teams require continuous nurturing and interaction to maintain high performance throughout their temporary lives. Leaders must now concentrate on motivating and supporting teams using tools that were not previously considered, but have become crucial in a globalizing environment.

REFERENCES

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