

## Everyone's Smart University

### Project (Spring 2021)

|              |                           |               |
|--------------|---------------------------|---------------|
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|---------|-----------------------------|-------------|
| Section | Date                        | Course Code |
| Master  | Thursday<br>18 / 03 / 2021. | (PMG511)    |

## PROJECT LEADERSHIP

### Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
  - 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**

## **Visionary leadership style with prioritization effect on organization**

### **1.Introduction**

Leadership is a process of social influence, which maximizes the efforts of others, provide clear and compelling direction, ensure that all team members understand, embrace, and work toward achieving those objectives. Leadership impact engagement, action, responsibility, changing, and making difference. It is the art of influencing others in such a way that makes the team moves forward to achieve goals that the leader adopts.

As a leader it is important to priorities, be adaptive, and assess the value of each task to differentiate between urgent and important.

In this project I will consider my co-worker Eng. Zaid's leadership style and skills under the study, and how can both leadership style and skills can affect team, organization goals.

Eng. Zaid is a manager of production in our Gas Factory, his leadership style is easy to identify as a Visionary/Transformational because of his positive vision for the future and how he can influence his team to achieve extortionary outcomes. He believes in the power of his team and seeks to invest the national wealth to take the lead in local industry and move forward to export internationally. His strength lies in prioritization and focusing on what most important to deliver more successful projects.

Visionary leaders enhance innovation, motivates, and supports employees. It is important to address the six aspects at the beginning of any project, and to acknowledge the three kinds of priorities which are critical, important, and desirable.

Eng. Zaid focus on qualitative future ideas that would change the organization future. Achieving projects ideas, and goals requires excellent project planning, management, and using Work Breakdown Structure which is the cornerstone of effective planning, execution, controlling, and reporting.

## **2.Literature Review and Conceptual framework**

Smart leaders understand the job requires therefore, leaders should adopt the style based on the team and what they are trying to achieve. These studies show that for long-term goals Visionary leadership style is the right fit.

Project prioritization helps quantify which projects add value to the organization. balance the volume of projects that can be taken according to the capability to deliver those projects.

**2.1.“Visionary leadership and its relationship to organizational effectiveness”** this study summarized the significant relationships between visionary leadership and perceived organizational effectiveness. Visionary leaders with high leadership skills facilitated the greatest perceived organizational effectiveness in their respective organizations. <sup>(1)</sup>

### **2.2. VISIONARY LEADERSHIP AND STRATEGIC MANAGEMENT.**

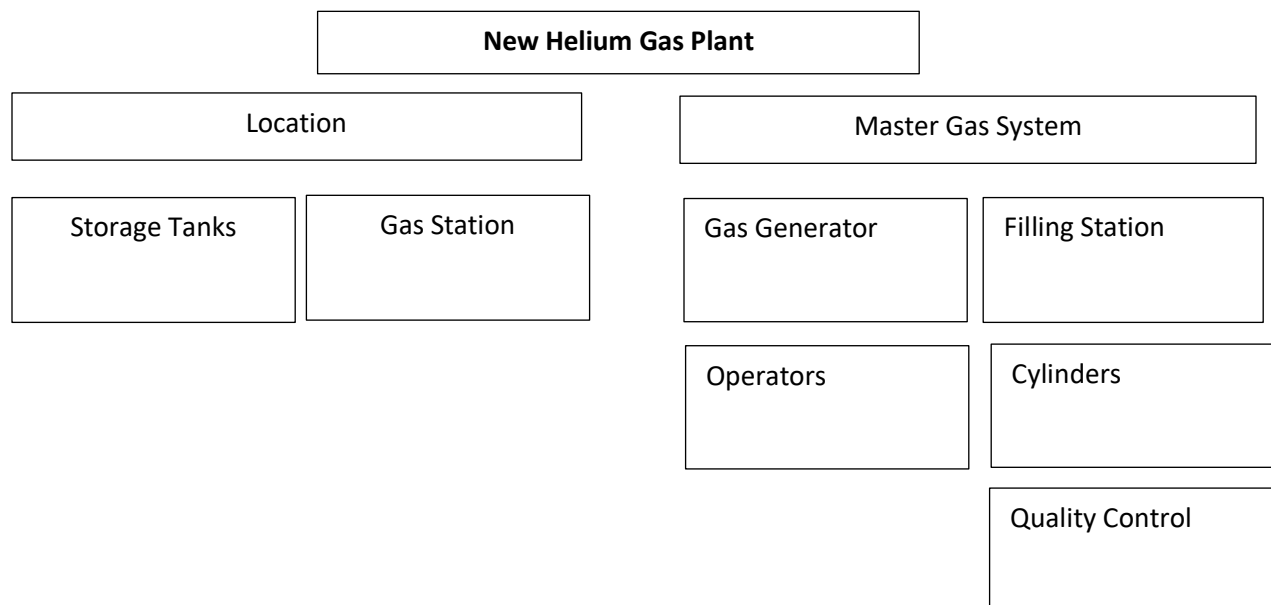
VISIONARY LEADERSHIP AS DRAMA and defined as a process with specific steps, by and large as follows: vision (idea) + communication (word) + empowerment (action) <sup>(2)</sup>

**2.3. Project Prioritization and Portfolio Performance Measurement in Project Oriented Organizations** This study presents that project prioritization and several criteria related to the project opportunity: impact on organization goals, internal rate of return, and fit with long term strategy. Also presented reinforces the importance of this skill with long-term goals, and this is also related to the visionary leadership style.

### 3. Methodology

Project prioritization for long-term goals requires specific planning, and risk management. Top-Down is the most common tool to use in projects prioritization, defining project tasks, starting with the project goals or final deliverables, and breaking down into smaller planning. This technique strengths are the major tasks are quickly identified, usable when less details are known, and the details are later refined by the project team.

In our organization Eng. Zaid used the top-down to plan for new gas plant, it is well suited to projects in which there are few unfamiliar tasks and few unique challenges to be met, he identified the project goals and the start to divided up into smaller plans.



#### **4. Results and Discussion:**

Visionary leader is an individual who sees the potential in team and then takes steps to get there. Visionary leaders have the skills to lead long-term goals projects and strategic management. usually responsible for getting a project started through enthusiasm and commitment to the idea and business goals.

Prioritizing increases the success rates of strategic projects, helps evaluate project value, increases the alignment, and focus of senior management teams around strategic goals. Using Top-Down technique to prioritize the project, the technique met our requirement, because it was a new project and less details were known, the technique divided up the goals into smaller task and with time more details were reachable.

The result of this research revealing the positive affect of the visionary leadership style on organization with long-term goals and how successful long-term goals require good prioritization skills, certain prioritize can impact the goals financially in positive or negative way.

Finally Long-term goals are where visionary leadership style and prioritization meet.

#### **5. Refrences**

1- Colette M. Taylor , Casey J. Cornelius , Kate Colvin, Visionary leadership and its relationship to organizational effectiveness, Emerald Group Publishing Limited, July 2014.

2- Frances Westley, Henry Mintzberg, Visionary leadership and strategic management, John Wiley & Sons, Ltd, 1989

3- AugustinPurnusa, Project Prioritization and Portfolio Performance Measurement in Project Oriented Organizations, Procedia - Social and Behavioral Sciences, March 2014