

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Leadership and Communication skill in Dubai Port Company

1. Introduction

As future impacts on corporate effectiveness and success, organizations are concentrating their efforts on effective leadership and employee happiness. Leadership is defined by (Adair, 2005:12) as the capacity to make decisions, have resources, a sense of duty, courage and pride in command. Leadership captures the essentials of being able and prepared to inspire others. Leaders assist themselves and others in making the best decisions and ensure better communication. Finding the right skills and leadership to achieve the desired outcomes is a challenge for many organizations. Communication is important for project execution and management, as well as communication with the construction project team and stakeholders, as part of leadership. To successfully oversee a project, the project manager must have leadership skills to achieve the goals.

There is a situation that comes in the memory of bad communication is due to lack of effective communication between management and workers, there has been a significant breakdown in the workplace, resulting in a decline in productivity and transferring the personality of an employee who was ambition and professional in his job and he was responsible for many successful projects before, to an employee who is indifferent, inaction and he lost the previous passion. This bad transformation caused by his manager who has Authoritarian leadership style, he is aggressive, not respectful with his staff he is insulting them and take all the credit for himself regardless of the team hard work.

This employee was responsible for port expansion project but because there wasn't a good communication between him and his manager, and the lack of oversight from senior management on the project and those in charge of it, the project has failed. This caused a big loss for the company.

This research will discuss leadership and communication, the influence of leadership styles on communication, and the importance of communication in motivation.

2. Literature Review and Conceptual framework:

2.1 Leadership:

The process by which an executive can direct, guide, and control the behaviour and work of others in order to achieve specific goals in each situation is known as leadership. A manager's ability to instil trust and zeal in the employees is known as leadership.

Leadership is about collaborating with others to accomplish new goals in an inherently dynamic and fast-changing environment. We require flexible and long-term organizations, and organizations are made up of people. Leadership is not really connected with power. It is about rallying people to take on the most difficult challenges and do their best job.

Any one of us has the potential to lead, but the trick is to find our personal passion, which will give us the confidence to do things that are daunting, unpredictable, or even controversial.

2.2 Authoritarian leadership style:

A leader with an authoritarian leadership style explains to the team what tasks must be completed in order to accomplish an objective. This form of leader does not need to motivate the team since it is assumed that they will be driven to complete the task. Team is motivated in this style of leadership, which is similar to directive leadership, but they are unfamiliar with the work. Team is not allowed to engage in the decision-making process. To complete the task, they must follow the leader's instructions. The team has few opportunities to express themselves

creatively. They perform those tasks because they are afraid of being shot. Many companies employ an authoritarian leadership style. Depending on how much trust the leader has built in them, the team members only know a limited amount of knowledge, and the leader is the only one who knows everything. Authoritarian leadership is most useful in the military and jails, where citizens must strictly adhere to the laws. As a result, authoritarian leaders do not establish channels of communication. Authoritarian leaders may use legitimate, reward, and coercive power over their teams because of their formal position (Northouse, Ch1, 2012). They keep their power by limiting followers' ability to participate in organizational decisions. Many of these leaders want followers who are inept and incapable of coming up with better ideas than they do. As a result, many members leave these organizations.

2.3 Leadership styles influencing communication:

Communication, as we all know, has a huge influence on successful leadership, and the same is true for leadership. The negotiation method is often influenced by different leadership styles. There is a back-and-forth relationship between the two. The style of leadership is concerned with the practice and use of diverse leadership styles under unlike situations according to the need of audiences and personal leadership qualities.

Open leadership promotes and enhances overall group communications by encouraging creativity, innovation, and a free flow of ideas and information.

Participative leadership is one of the strongest leadership styles for encouraging group communication. Before making decision, participatory leaders encourage the exchange of information and ideas, and the leader acknowledges all feedback from the group members. Similarly, before the leader guides the decision, democratic leadership invites team members to engage in open discussions.

Communication is important for visionary leaders. Such leaders work by inspiring people to work for a common goal, and they do so by engaging with their team members.

2.4 Communication between leadership and team- an effective way to motivate them:

The ability to motivate employees seems to be a trait shared by almost all effective leaders. Many leaders use formal policies to motivate their teams, but others are getting the best out of them without commanding or punishing them if the job is not accomplished.

The trust and ability to communicate with the group are the differences between the two methods of motivating employees.

As can be shown, the motivation and communication roles are critical for satisfying the needs of a group. Selflessness, bravery, willpower, and the ability to influence are all necessary qualities of a leader.

2.5 Leadership and communication

Leadership communication is described as using excellent communication skills to inspire and encourage an individual or a team by sharing information in a structured and meaningful way. Leadership communication is a complex process that begins with designing a communication plan, writing specifically, and then speaking effectively. The skills required at much higher levels of leadership when there is a need to communicate with an external sphere are organizational communication aspects, which include maintaining employee relations, communication through transition and emergencies.

3. Methodology

The strategy that chooses to integrate the research components in order to address the problem effectively is describe the research objectives. This study aims to identify the leadership styles and communication in my organization.

Data collected from many sources, personal experience, Secondary articles and previous studies, academic papers and available sources books.

4. Results and Discussion:

Organizations vary from one another based on the owner's and workers' behavior, as well as their views about which leadership style is more successful. Based on the research, we found out that authoritarian style is

inactive in many situations because being guided by a leader may make employees feel sad and unimportant because they do not have the opportunity to further their knowledge. As we saw in the example, the employee felt inferior and the inability to achieve his ambition -Therefore, he became uninterested and indifferent to implementing the project in the appropriate manner. That caused big loss for the company.

On the other hand, when the followers have more education and work experience, the participative leadership is more useful. Leaders can delegate work to followers and trust that they can complete tasks effectively. Employees who work in participatory organizations have a greater sense of obligation and loyalty to their employment. This helps them to be more creative. It is beneficial when the leader requires guidance and new ideas from the followers.

Even though most people want democracy and want involvement leadership in the organizations where they work, this does not always lead to improved productivity. In addition, none of the leadership styles can be considered the best, as there is nothing absolute comprehensive.

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