

Everyone's Smart University

Project (Spring 2021)

Student Name	Mamdouh Nasser ALomairi	اسم الطالب
Students I.D	2021200241	الرقم الجامعي

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PROJECT LEADERSHIP

❖ 1.Introduction

Since the 1980s, many large organizations have been working to improve and develop the process of selecting successors and early recognition of their leadership talents because of their impact on the behaviour of individuals and groups and their level of performance in organizing and thus directly achieving goals. The organization can measure its success and efficiency.

By treating the administrative leadership of employees, the more efficient and good leadership reflects positively on the organization and can achieve its goals, the more creative people leaders look for risks to gain opportunities and rewards, the more successful management leader radiates employees to participate and unanimously in the goal-setting process and decision-making process.

❖ 1.1 Driving in general:

Leadership includes helping a subordinate reach the goal, by guiding him, lighting the way for him, solving the problems encountered by the subordinate, transferring his previous experiences to the subordinate, building bridges of cooperation and trust between the manager and the subordinate to guide his efforts towards achieving goals, and leadership can be defined as the ability to groom others to perform certain works optionally Enthusiastically or refrain from certain behavior.

The leadership process is part of the manager's guidance function during implementation to achieve goals, and the concept of leadership is an administrative concept that although it has been killed in research, it still needs intensive studies to uncover many of the secrets it contains.

❖ 1.2 Search Problem

The problem of research: Administrative leadership is considered a necessity in all institutions, I am studying a form suffered by most national organizations in the field of administrative leadership and the management of human resources and its success in preparing the communication plan, but often we note the lack of interest in the communication aspect despite its great importance, especially in the decision-making process because the decision-making process is often the competence of the administrative leader and is the essence of the administrative process and that this process Management depends on the integrity of the information available to the

decision maker at any level of management and that this information can only be provided through the communication process of any kind or form, which leads us to raise the following problem: to what extent does communication affect the management leadership? What is the most appropriate management leadership pattern in communicating in the company where I work as a civil engineer in a contracting company Through this problem we can ask the following questions:

As long as there is a relationship between communication and leadership:

What is communication driving.

What is the leadership communication strategy in the organization.

Does communication affect leadership in an organization

❖ 1.3 Study objectives

Identify the qualities of a successful administrative leader.

Defining the concept of communication.

Access to the relationship between administrative leadership and communication in the organization.

- Showing the reality of leadership and its impact on communication with the institution

❖ 1.4 Desired goal

Knowing the role of the administrative leadership in influencing the communication process at the contracting company.

- It is the personality and actions of the administrative leadership that governs the process of communicating with the contracting institution

The leadership style of the contracting company has an impact on communication between employees

❖ 1.5 Discussion of goals:

Administrative leadership is a necessity in all institutions, I am studying a form suffered by most national organizations in the field of administrative leadership and the management of human resources and its success in preparing the communication plan, but often we note a lack of interest in the communicative aspect despite its great importance, especially in the decision-making process because the decision-making process is often the competence of the administrative leader, which is the essence of the administrative process and that this administrative process depends on the integrity

of the information available to the decision maker at any level of management. This information can only be provided through the communication process of any kind or form.

❖ 2. Literature Review

Abdullah Thani Mohammed Al-Nazir: Administrative Leadership and Its Relationship to the Communication Strategy Project

Its problem was as follows:

- Does the success of the communication strategy project depend on the effectiveness of management leadership

The Algerian Economic Public Foundation (Naftal model) relied in the study on

The descriptive approach, and the most important findings in this study are:

*The relationship between the leader and followers and their impact on the productivity that is considered work Serious work and economic strength and that this study still needs to be deepened, scrutinized and completed research on leadership in the national institution with the aim of benefiting from its results

❖ 3. Methodology

To address our topic and to answer our problem, we relied on two approaches to research: - descriptive analytical approach, which represents the theoretical aspect, this approach allows us to link the administrative leadership to communication and understanding the relationship between them . - The practical approach where we tried to drop the field study on the contracting institution in which I work our study station

❖ What leadership and driving patterns are used in the organization:

Leadership is the process of influencing people and guiding them to achieve the goal when you organize a group of friends or co-workers to collect a ton to help those in need, or to spend any weekend with each other or to prepare a simple party for a colleague in these cases you will appear to be the leader. When your boss tells you he wants to discuss some outstanding projects later, he appears as a return, but at home when you determine what your child will do, when and how he will do it, you So you show up as a leader, the main point here is whether you're in a supervisory or administrative position first, you're going to practice

(1) Driving for some extent and kind of.

❖ **Driving patterns in the organization:**

○ **Democratic style**

This leadership is based on three pillars: human relationship, participation and devolution, the democratic leader interacts with members of the group, shares decision-making and some other administrative tasks, trusts us as subordinates, shares ideas and gives us the opportunity to work. This type of leadership is characteristic of the project manager at the institution in which I work (2).

○ **Autocratic leadership:**

It is a kind of leadership that likes to dominate and submit to the subordinate team of orders and it is the exact opposite of the Democratic leader because he does not share ideas with us and defines the problem and sets limits for it alone and there is no communication with it and the team and uses the method of negative motivation based on intimidation and threats and this kind of leadership that the director general of the contracting institution that I work.

○ **Laissez-faire Leadership Style**

This pattern is totally contrary to the dictatorial leadership, because of the absence of real leadership, and for every Subordinate in this pattern freedom to perform his work and chaos and negativity prevail this pattern of leadership for the absence of specific laws or procedures and policies that must follow and the leader in this pattern does not interfere in the course of things, and does not issue decision or directive, delegates all his powers, evades responsibility, and describes this leadership pattern that it is the least productive, effective and productive of work, and its individuals do not serve the personality of the leader(3).

❖ **What is communication? What is the importance of communication in the organization:**

Communication at the foundation reflects all the processes and behaviors carried out by employees and all employees of the professional institution together, so that the process of communication at work includes the exchange of information and news

among all, through the so-called sending and receiving of information, through meetings, seminars and joint professional work, so that communication in professional work aims to exchange opinions and learn from others and gain the best professional experiences at work.

❖ **The importance of communication in the organization**

The process of communication between all elements of the work is one of the best processes that ensure the success of the work collaboratively and jointly, so that the process of communication in professional work aims to not stop and continue to exchange opinions, information and experiences, and is the importance of communication in professional work.

❖ **Impact of the leadership style prevailing in the organization in terms of communication:**

- ✓ The autocratic leadership is not on the 1st of its 10th day:

Sticking to lawlessness professionalism and intolerant and not taking into account the circumstances of the workers

an observer of all things small and large and makes the decision of himself, and not listening to the opinions of the workers,

- ✓ The impact of the democratic leadership pattern on communication:

Lara hears the workers and reduces the performance of the discussion allows dialogue or communication and attempts to find suitable solutions that satisfy everyone

- ✓ The impact of Laissez-faire Leadership Style:

Depends on the strategy of avoidance in dealing and this lenient type causes the reduction of communication after a period of time and extravagance causes a deterioration in the relationship between the members of the organization

❖ **4. Results**

The democratic pattern is the prevailing pattern in the institution in general but it has advantages and disadvantages

❖ **Advantages of a democratic leader:**

- Ease of practice.
- The ability to solve complex problems.
- Building strong relationships between team members.

- Clearly show the organization's vision to team members Creating high levels of job satisfaction
 - ❖ The negatives of democratic leadership
 - 1- Spreading chaos.
 - 2. Sometimes the right decisions are not injured.
 - 3-Delays in making fateful decisions.

5. Discussion

An effective leader is that person with a high level of statesmanship that He is able to organize chaotic situations, he does not respond to problems but responds to them and help others to grow: real leaders do not seek to develop and grow self only, and when the atmosphere of work is healthy and true and free of trifles then ideas are exchanged freely leading to cooperation, and through this cooperation the organization and its employees become an integrated and integral part of the production team that addresses the strongest teams and tasks.

6. References

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