

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 9 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 leadership communication skills on project success in Shade cooperation LTD.

1. INTRODUCTION

Leadership is the art to inspiring a group of people to work together and achieving a common goal. Also, they show the follower their vision and inspire them for the vision. Moreover, Leaders used the strategy to directing the workers to meet the objective goals for the organization.

Communication is a process of sending and receiving messages, which can be verbal or nonverbal methods through speech or oral communication writing. The communication is very important of any leaders to gain the skills for communication because communication skills is to achieve success any organization, which ensure the team members or workers to understand their duties and tasks to obtain the requirement for the company needs. Leadership communication is the key to let the team members to identify the task and understand the requirement of any task which sign to them. Effective communication skills are an important feature of any leader's collection of skills and knowledge. The effective communication skills are worth to build the success of an organization and it is role responsible for leaders communicate effectively.

The purpose of this study is to show how the Leadership and communication are connected to make success of any organization.

2. Literature Review and Conceptual frameworks

2.1 Leadership

Theoretically, they are different types of leadership style and some style is no suitable or fit for some organization. The leadership is complex and sometime don't know, if they are leading within the capacity of any responsible role. It is a social experience that concerns the process of affecting and giving purpose to shared effort in order to assure the reaching of the team's goals.

2.2 Leadership characteristic

It is a behavior, knowledge, skill or emotional attribute of the leader; a set of combined personalities creates a person's particular leadership style. This description is key to the thesis as it was defined as the minimum component of study and analysis.

2.3 Leadership style

They are consisting of several components of the leader that allows him to guide and influence others such as his personality, attitudes, behaviors and communication patterns. This definition is relevant to this thesis as it is believed that the combination of different leadership characteristics determines the leaders' particular leadership style.

2.4. *Communication Competency*

Project Communication showed that communication of the manager has a significant role on the satisfaction of the employees. Cushman and Craig (1976) suggested that listening and negotiating skills of the managers are the determining factors in communication competency. Pavitt (1999) noted that managers need to be collaborative in their ways of communication in a way to create a two-way channel so that employees can internalize the vision created as a team.

2.5 Coaching Leadership style

Coaching leadership style are helping individual and mentor them to unlock their own potential. Also, in this style supports a person evenly level and building them to be more confidence and show their skills. Moreover, the leader able to develop and improve the performance of the team to best level. However, the coaching style will work only on motivated and desire team, which they want to change and improve.

2.6 Leadership styles influencing

The communication is effective the leadership style and the leader, also influence the communication process. In every situation the communication affected direct or indirect and it might lead to misunderstanding depending on situation. The coating style is making communication on team involve to listen, clear and timely, which the key feature of this style. Also self-motivated enthusiast to work hard and encouragement for complete the task which has been given to them.

3. Methodology

Effective communication requires a lot planning from the leaders with different tools that helps employees to understand others with familiar tools like mail, email, and phones, as well as apps and software for meeting, sharing files, group messaging, and collaborative work management as illustrated in Figure 1



Figure 1

4. Results and Discussion

The Project Manager in organization had a team members consist in three groups in different location and projects. The leader style was using coaching style. The first project was fire system plant. The second project was replacing HVAC system, and the last project was building a bridge. For the first project and the second project the time was critical in different location. The Leader used communication channels with clear defend for each tasks and scope to organizing the work and divide the tasks between team members by equals. The last project which was a lot of tasks and few problems. In this scenario the leader made a meeting every Monday lessening for every individual for

any problems face the project and support them to solve it. It trusts on the coaching leader to having good communication and social skills, which is useful to get feedback from team members, but the most successful coach will ask many questions of their team to inspire them to create brainstorming and problem-solving for any obstacle situations. Coaching style can be an effective tactic to challenge a workplace culture which is unproductive in this way the coaching help with a strong focus on objects, individual, group growth, and outcomes.

5. References

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- 4.Yukl, G. (2012). *Leadership in Organizations* (8th ed.). Pearson.
- 5.*Top 5 Communication Skills and How to Improve Them*. (2020). Smarp.
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