

# Everyone's Smart University

## Project (Spring 2021)

|              |                    |               |
|--------------|--------------------|---------------|
| Student Name | Mohammed Alzahrani | اسم الطالب    |
| Students I.D | 2021203327         | الرقم الجامعي |

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|---------|-----------------------------|-------------|
| Section | Date                        | Course Code |
| Master  | Thursday<br>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**

## Team Management skills for Project Success in an Organization

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## 1. Introduction

Team management is the capacity of an individual or an organization to oversee and facilitate a gathering of people to play out an undertaking. Team management includes teamwork, correspondence, target setting and execution examinations.

*“Team management is a concept where a group or team of individuals is brought together to perform any given task under a leadership or management. Team management is an important concept in every field where individuals with different skills work together to achieve a common goal. In business, team management is the collective and orchestrated effort of all employees to achieve organization objectives” (Team, 2021).*

The team director is the head of a gathering of workers, regulating the everyday activities of one segment inside an organization. Team directors are answerable for the everyday exercises and direction of their team individuals. The team chief sets targets, execute rules, and help with any issues the representatives may have.

Teamwork can be best characterized as the way toward working cooperatively with a gathering to accomplish an objective. It is tied in with assembling a gathering of people from various foundations with the expectation that their collective talents, skills, and encounters will give a more effective and fruitful result.

To adequately deal with a team, you need a few key qualities and skills. Without them, it very well may be hard to mobilize your representatives to run after shared objectives and perform at their best. Regardless of whether you're a trying director, a recently selected pioneer without a ton of involvement, or a prepared leader whose experienced issues administering your team, building up these basic skills will demonstrate pivotal to your prosperity.

*“Transformational leadership is a leadership style in which leaders encourage, inspire and motivate employees to innovate and create change that will help grow and shape the future success of the company. This is accomplished by setting an example at the executive level through a strong sense of corporate culture, employee ownership and independence in the workplace” (White, 2021).*

In this research, we will talk and observe the qualities of transformational leadership as the work is shifted online due to Corona Virus Pandemic, many organizations feel the challenges in transforming the complete system online. Transformational leadership is continually changing and developing the organization's conventions. Employees may have a fundamental arrangement of assignments and objectives that they complete each week or month, however, the pioneer is continually pushing them outside of their customary range of familiarity.

## **2. Literature Review**

On the off chance that there exists teamwork in any organization, there will be various advantages for an organization and will likewise prompt the accomplishment of the organization. The individuals working in the team might have the option to find out about how a team functions, how to speak with the individuals in a team, how to fill in as one unit, and how to invest everybody's energy into the accomplishment of anything. Solidarity will likewise be created in the team as they are cooperating for a similar reason and with a similar soul. The individuals may likewise realize why the soul in the team is fundamental. The part will actually want to get familiar with the various routes through which any issue can be handled. The method of correspondence for certain outer bodies may likewise be created inside a person. So, the general character will be improved by working under a decent team with a collaborating part having a common agreement. It might likewise be trained us to oppose the overburden pressure here and there. There are consistently different sides of on single coins, so if the management of the team will be coordinated, facilitated and overseen in a correct way then the achievement will be accomplished by the team and by implication by the organization or firm, however in the event that the functioning framework can't deal with the team or assuming there is absence of team management, it will prompt the disappointment of the concerned. Powerful management of teams includes a significant number of the characteristics, for example, a genuine pioneer consistently conveys his considerations and thoughts, not directs it. In any of the functioning team, there is consistently a team chief who drives the team. In any team, the work may likewise be done easily if the team head of that team is having phenomenal authority skills. Shared union among team pioneers and chiefs is crucial. The pioneer should likewise act altogether of the team instead of just requesting

various errands to different teammates, and he/she needs to give equivalent duty to every one of the individuals from the team as opposed to accomplishing basically everything exclusively. On the off chance that the pioneer conveys the work among the team individuals than the team individuals may likewise look for information in equivalent extent. This will guarantee that the team will be coordinated one way as opposed to running in various ways because of team pioneers not being compact and predictable with their guidelines. He should decide how his kindred teammates are functions best, what their characteristics are and how they can add to the organization's regular vision.

*“Productivity has long been a weak spot in global growth, but the crisis might have kick-started a rise in productivity. As companies shifted rapidly to online channels, automated production tasks, increased operational efficiency, and sped up decision making and innovation of operating models, productivity also rose—and more growth may be in store” (2021).*

There can be an alternate type of teams that can work best in various circumstances. Useful teams are perpetual and incorporate individuals from similar division with various duties. A chief is liable for everything and everybody reports to them. Cross-useful teams are comprised of people from different offices. These teams tackle explicit errands that require various information sources and ability. This can happen when different teams need to deal with a venture together to get the best result. By and large, people in independent teams are representatives of a similar organization who cooperate. Despite the fact that they may have a wide cluster of targets, their point is to arrive at a shared objective. Virtual teams are comprised of people who work in various actual areas and who use innovation and cooperation devices to accomplish a shared objective.

Constant motivation and guidance is necessary for a team and it's the responsibility of team leader to push the limits of team and motivate them to work in a better way. Being in contact with team members and resolving all their problems is must for a team leader to keep the work in flow and to clear the goals of a work.

### **3. Methodology**

For the research purpose, data is taken from a Software Company “Oops Techs”, who are shifted online due to Corona Virus Pandemic and has seen enormous growth by managing their team working skills in a better way.

Data is collected with respect to the following aspects: Communication, Work Deadlines, Work load management, Team needs and Team Development activities. This data is collected by two ways: One by Interviewing the members of teams and other by asking relevant questions related to team work through google forms.

### **4. Results and Discussions**

We have found that teams with diverse culture and skills perform well as compared to teams that have same skillset; Teams with diverse talent helps Company solve problems in a better and effective time, most important thing is that it helps companies save time and work for future projects in a better way.

Communication is the key; when people are working in a team; because it helps them solve problems in a better way than ever and creates the ability to understand each other. When cooperation level increases as a result of communication, it helps team members perform better in executing the tasks.

While doing work, it is very important to plan activities that can help team members learn new skills and execute them differently to find out, how they can perform better as a team.

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