

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 ٢٠-٠٥-٢٠٢١ في تمام الساعة ٩ مساءً.
- ☐ الإجابة متاحة باللغة الإنجليزية أو اللغة العربية مع مراعاة أن تكون المصطلحات العلمية باللغة الإنجليزية.
- ☐ 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 موحّد 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 المشروع. 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

in this project research I will include one of my projects in my institution to discuss the effect of leadership style over the project itself.

The Project title

PROJECT OF PROVIDING RESPIRATORY DEVICES FOR HOME HEALTH CARE in 2021

Introduction

Home care is health care provision that serve sick patients whatever chronic or acute patients at their homes and with their families¹. The main goal of this project is to utilize our hospital beds by the best way so it will be ready for any further admission. Also, if we provide the patient with the optimal medical machines that designed for home use, he can live with his family safely as known home better than hospital. Leadership styles that have been used or applied during this project were effective and great due to the short duration of the project and the critical timing of it, the timing of the project in was critical due to the pandemic of COVID-19 so the deadline was with end of April 2021 and every single bed must be utilized wisely. However, the leadership styles that were applied in this project is depending on the activities so some of the activities autocratic style was the best one to finalize it as soon as possible and other activities that has float the coaching style was used to help the team to develop their skills and so on.

Literature Review

Strengthening the quality and coordination of treatment requires effective leadership by healthcare professionals². Leadership is characterized as the relationship between those who lead and those who want to follow, as well as the behavior of guiding and organizing the actions of a team or group of people to reach a specific goal². The various groups with associated subcultures within large organizations, such as healthcare systems the conflict with one another is natural thing within those organizations³. When designing management processes, leadership must take advantage of the diversity within the organization as a whole to make effective use of resources, all while inspiring employees to work toward mutual objectives³. studies show that successful leaders use a combination of leadership styles that suits the mission, priorities, organizational culture, nature of tasks, and individual characteristics of the staff⁴. Successful healthcare leadership is difficult to overestimate, as it increases not only major clinical outcomes in patients, but also provider well-being by encouraging workplace involvement and reducing burnout⁵. Leaders must understand that building successful teams necessitates their encouragement, as well as the assistance of mentors who can help teams grow⁶.

Methodology

In the methodology of my project, I will discuss Prioritization of the project which will include Estimation, Scheduling, Tracking and prioritizing the stakeholders and how leadership style effect those elements:

Estimation

The project of providing respiratory devices for home health care we need to estimate only two primary items which is quantities and cost of the devices other things that usually estimated on projects like resources whatever human or physical was not indicated due to the organization policy and procedure.

- I. quantities Estimation :
quantities estimation was done by expert judgments and our experts consist of three members one pulmonologist and two respiratory therapists the team leader of them is the pulmonologist and I can say the he represents the pacesetting leadership style he keeps informing do what I do till they come with the needed quantities of the devices. Pulmonologist doctor used this style because he was informed by the project manager that the estimation of the quantities is urgent the project formed for year of 2021 and was charted in January 2021 already late.
- II. Cost Estimation
Cost estimation was done by the only way that our hospital allow which through one company that can provide all of the governmental hospitals with any needed devices so simply the project manager asked for quotation and depended on the number of the quantities the cost was estimated as showed in the next table:

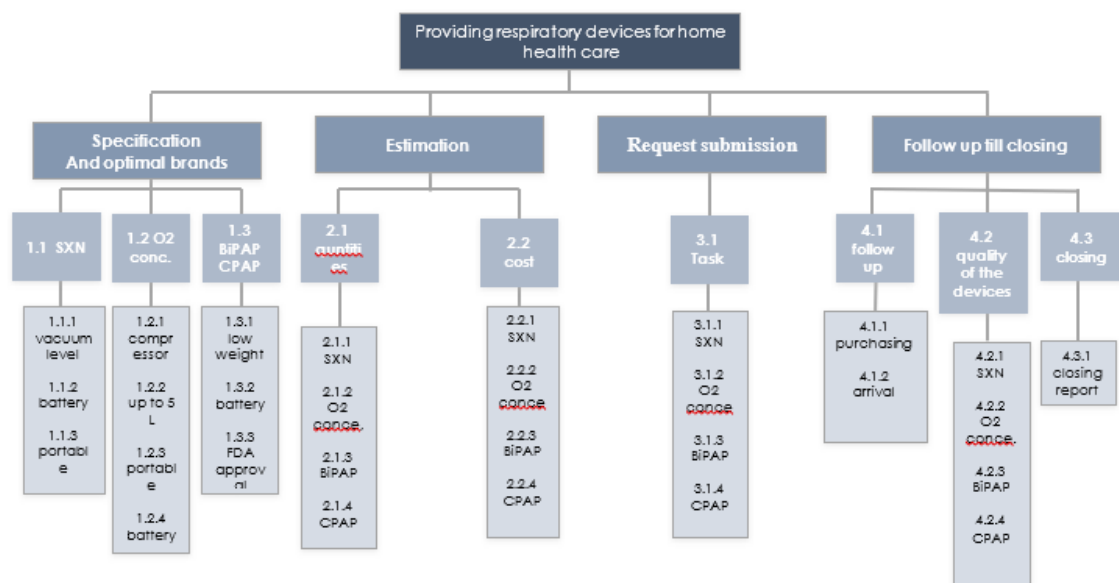
Devices	Estimated quantities	Estimated Cost for each	Cost for all
SUCTION UNIT	10	1095	10950
O2 CONCENTRATORS	10	2189	21890
CPAP	10	2860	28600
BiPAP	10	3610	36100
Total	40	9754	97540

Scheduling and tracking

Scheduling and tracking in this project were simple the project is unique it the first time for the hospital to provide those devices and gain the benefit of the respiratory part in home care medicine but many of the process that will be done in the project I can consider it daily operation due to the organization type which almost functional for example we estimated the cost and quantities then request was submitted to the purchasing department to finalize the process. In this project we did not schedule the process in bar-chart or flow chart because of the uncertainty of the purchasing department so most of tracking and following the process were done through the work break done structure and every activity of this WBS was assigned to two team members.

WBS

PROJECT TITLE	Providing respiratory devices for home health care	COMPANY NAME	RCYMC
PROJECT MANAGER	Ali Alkhathami	DATE	17 / 1 / 2021

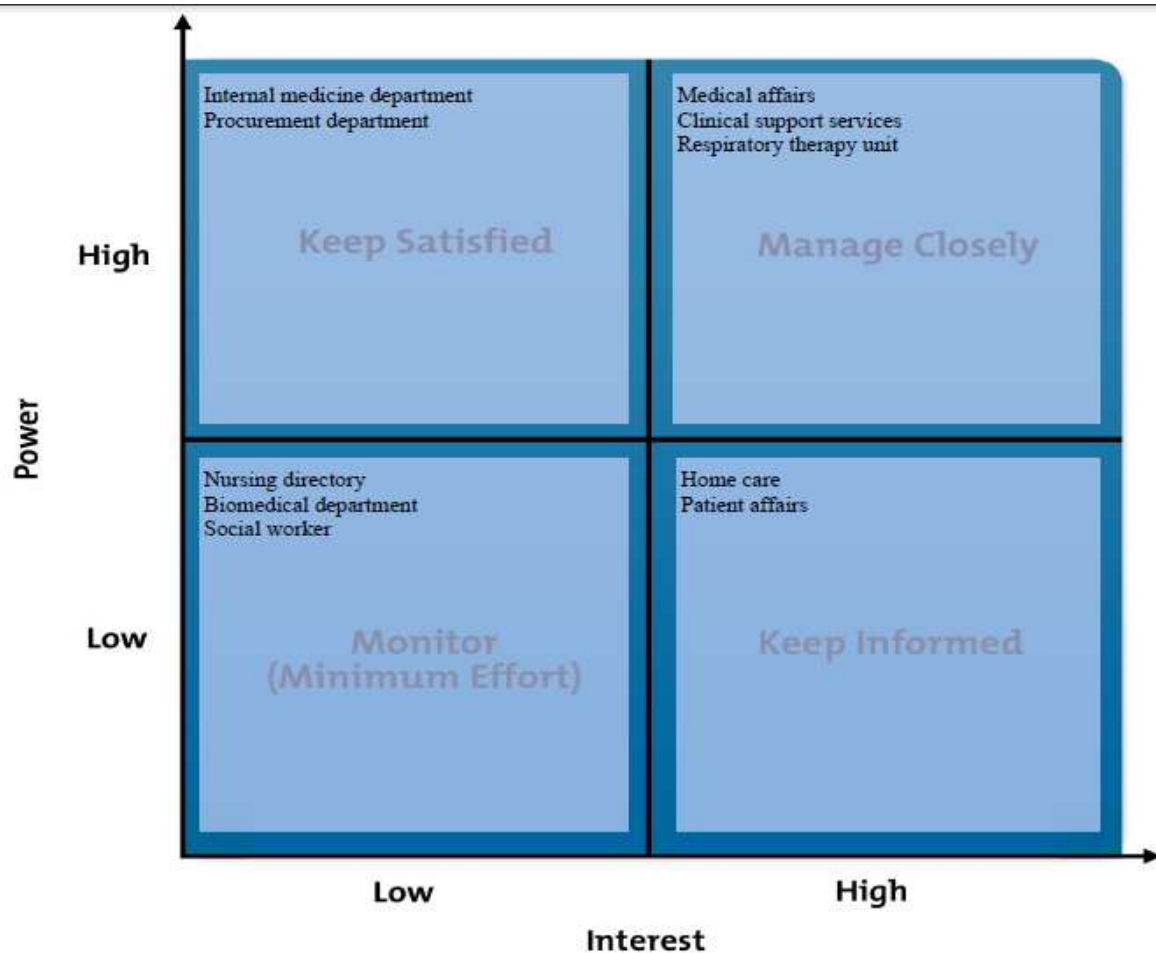


Prioritizing stakeholders

Stakeholders in this project were identified and listed and then showed in the stakeholder matrix

- Medical affairs
- Clinical support services
- Internal medicine department

- d. Respiratory therapy unit
- e. Nursing directory
- f. Social worker
- g. Biomedical department
- h. Patient affairs
- i. Procurement department
- j. Home care



Result and dissection

The result of this project was gaining the targets of the project by providing those devices to the hospital by the estimated quantities and specification as direct result 6 patients were discharged from the hospital next day after minimal training to the patients families' members so the project hit its targets and goals perfectly. In leadership styles that was applied the coaching in float process and presetting in sharp schedule it gave the team great knowledge even it was explained to them after the project and the benefits were obtained.

References:

1. Home care in respiratory therapy

Blayne T Clarke, BHSc

2. Importance of Leadership Style towards Quality of Care Measures in Healthcare Settings: A Systematic Review

Danae F. Sfantou,^{1,†} Aggelos Laliotis,^{2,†} Athina E. Patelarou,³ Dimitra Sifaki-Pistolla,⁴ Michail Matalliotakis,⁵ and Evridiki Patelarou^{6,*}

3. Leadership of Healthcare Professionals: Where Do We Stand?

Abdulaziz Al-Sawai*

4. Unravelling the role of leadership in motivation of health workers in a Moroccan public hospital: a realist evaluation

Zakaria Belrhiti,^{1,2,3} Wim Van Damme,^{2,3} Abdelmounim Belalia,¹ and Bruno Marchal²

5. Developing a model for effective leadership in healthcare: a concept mapping approach

Charles William Hargett,¹ Joseph P Doty,² Jennifer N Hauck,³ Allison MB Webb,⁴ Steven H Cook,⁵ Nicholas E Tsipis,⁴ Julie A Neumann,⁶ Kathryn M Andolsek,⁷ and Dean C Taylor⁶

6. Organizational Leadership For Building Effective Health Care Teams

Stephen H. Taplin, MD, MPH,¹ Mary K. Foster, PhD,² and Stephen M. Shortell, PhD³