

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
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PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 20-05-2021 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

Autocratic Leadership Impact on The communication

I. Introduction:

1.1. Leadership concept:

A leader in general is someone who has the ability to influence and motivate a group of people to achieve a common goal by manner known as leadership style.

Leadership is made up of several different elements, types, and characteristics. According to Rossiter, 2004 any organization to be highly successful, leaders must be creative, have respect for others, be courteous, sensitive, and go above and beyond them. The task of a leader in a project environment, according to Elloy, 2008 is to enhance team members' success by improving the team's own leadership and goal-setting capabilities. In order to achieve optimal outputs, various skills and work styles are based on the type of project being handled, as well as the different personalities within a team. In a given organization, leadership is the process of motivating others to work together to accomplish a shared goal; it is an unavoidable part of group dynamics. However, there is no connection between a leader's involvement and his or her ability to achieve objectives, (Northouse, 2004). A participatory theory of leadership has been proposed by researchers and other practitioners, which suggests that a group's success is dependent on the degree to which leaders share or maintain decision-making authority, (Vroom and Jago, 2007). leadership defined as "the method of shaping group action toward achievement." His ability to efficiently organize and exploit the human and material capital at his disposal will determine whether he succeeds or fails in achieving the organization's goals as reported by Igbo, 2002. Leadership is characterized by ability to make decisions, have energy, a sense of duty, trust, and pride in command; however, Daft, 2007 defines leadership as a powerful partnership between leaders and followers who plan real changes and outcomes that represent their common purposes. Burke, 2007 reported that without dynamic leadership, project teams charged with achieving organizational objectives would be like a rudderless boat. A rudderless boat is one that travels without

a steering wheel. Leadership should be to ensure that human beings adapt in order to increase quality standards according to Summers, 2009.

1.2. Leadership and communication:

Communication is termed as a two-way process of mutual understanding in which participants establish and share meaning as well as exchange knowledge. Internal communication is described by Bentele, 2006 as all communication and processes that take place within an entity, whether it is a corporation, an association, or even a society. Since the main function of a leader is to control their subordinates, communication strategies act as a factor of distinction between a mediocre and a successful leader.

1.3. Autocratic leadership:

Autocratic leadership is a person makes all of the decisions with little feedback from other members of the community. Autocratic leaders make decisions and do not seek input or guidance from others. Autocratic leadership is one person, usually a leader or a member of the organization decisions maker on the company's behalf. This form of leadership is most common in small companies with a small number of employees. Only organizations where the essence of the job necessitates swift decision-making will benefit from this leadership style.

1.4. Leadership style in the organization:

There are many types of leadership style but we will talk in these study about only two types; Autocratic Leadership Style and Democratic Leadership Style in the organization, both style has advantages and disadvantages.

1.4.1. Autocratic leader (advantages and disadvantage):

Autocratic leader has many advantages where **first advantage of autocratic leadership is related to the team inside the organization that the team would have a good understanding of what is expected of them and where their project and business is headed. No one would be uncertain about a company's course or the particular task that leader working on. All workers will understand the company's mission.**

Autocratic leadership does not accept opposing viewpoints, making the organization's vision more straightforward. Those who disagree with the boss are less likely to stick with the organization. The second benefit is that it allows for quicker decision-making, which benefits both the corporation and its workers. Things move more easily in this form of setting because only one person at the top is responsible for all big decisions. While a team of advisors can be consulted, the person in charge is the one who makes the final decisions, which are then quickly enforced. The leader's third advantage is a better and more firm negotiating posture. The better negotiating position is related to a leader who has clear financial interests and dollar values in mind and does not stray from them. Finally, during talks, the autocratic leader maintains his faith and does not back down until a suitable compromise is reached.

On other side the autocratic leadership has many disadvantages as the employees can feel frustration, low morale, and even rage as a result of this form of leadership. Excessive attention will make the employees feel insecure and make them more nervous than they need to be. Furthermore, an authoritarian style will cause all group feedback to effectively vanish. According to The Economic Times, no compensation or appreciation is ever really offered to the workers working for the manager in this form of leadership approach. As a result, the workers' morale could suffer. Many claim that while this leadership style resembles that of a tyrant, it would be harmful to workers in the long run. Essentially, this form of management style causes low employee morale which may result in decreased worker productivity.

1.4.2. Democratic leadership (Advantages and disadvantages):

Democratic leadership models allow team members to take part in making important decisions. It encourages each team member to share their expertise, experience, or opinion about a project or situation, resulting in a form of shared leadership. The leader would then make the requisite decision after hearing all of the input. This style has many advantages that When this approach is used, the team climate benefits because people's views and viewpoints are valued. While there might be concerns if the team wants to go one way and the leader wants to go another, knowledge sharing helps everybody.

Leaders should tap into the imaginative tools available to his team, discovering groundbreaking new approaches that they may not have discovered on their own that the leader helps to solve complex problems. Democratic leaders have the ability to shape team-based partnerships where everybody works harder to ensure that something good is available on the other hand, and the team feels like they are in situations together, solving problems. Democratic leaders will boost the team's relevant awareness and provide team members with a bigger picture perspective, resulting in higher levels of job satisfaction. On the other hand, Democratic leader has some disadvantages as Democratic leadership can cause discord, causing some people to feel undervalued, lowering their productivity. Democratic leadership styles may also prevent a leader from making a hasty decision because each team member is given an opportunity to weigh in on the process, which does not always result in a true consensus. With this leadership style, the debate cycle becomes a waste of time.

1.5. The effectiveness of autocratic leadership in the organization:

The autocratic leadership style is ideally suited to circumstances requiring total control, and with little room for error. When the situation is unsafe, strict rules will keep people safe. Sometimes, the subordinate staff is inexperienced or unfamiliar with the style of job, necessitating close supervision. It has a reputation for being paternalistic, which can lead to frustration and strained morale in highly experienced, independent-minded teams. This is the autocratic leadership style that dates back to the early empires in several respects. It's natural to tell people what they need to do and when they need to do it.

1.6. Autocratic leadership and communication inside organization:

The leader is regarded as the supreme person in charge of all decision-making processes in an autocratic leadership style. Leaders appear to communicate in a more authoritative manner. Autocratic leaders issue orders in a specific way that demonstrates directness and honesty. Members who use this style are often more likely to have a task-oriented, low-relationship approach. This demonstrates that workers who report to this type of leader are more likely to obtain task-specific information. Leaders are the only ones who start a conversation in this autocratic leadership model, and subordinates' reactions are

rarely taken into account. Leaders present their information in such a way that workers must follow the instructions to the letter without having any say or insight into the process. When an entire company uses this style of leadership, from the top to the bottom of the hierarchical pyramid, they often seem to use a vertical communication technique. This means that in the organization, only upward or downward contact takes place. The disadvantage of this type of communication is that it normally takes longer for the initial message to reach the intended audience due to the fact that it must pass through different networks before arriving at its final destination. Aside from that, there might be inconsistencies between the final message received and the original message sent out.

1.7. Research goals and objectives:

This research seeks in concept of autocratic leadership style and its advantages and disadvantages, also autocratic impact on communication. This research aimed to investigate how the autocratic leadership can be benefit for communication among team inside the organization and how be effective and its influence in the organization.

2. Review of literature:

The autocratic style is often described by a leader's will being carried out without regard for the opinions of his or her subordinates. Centered on unilateral, top-down communication, autocratic leaders make decisions on their own, issue orders to their staff, and expect them to carry them out. Leaders use their power to determine the necessary remuneration in order to inspire.

Autocratic leadership also states explicitly what, where, and how a mission should be completed. The relationship between the leader and the workers is also clearly established. In certain cases, staff feedback is not required when making decisions. Since decision-making was less innovative under autocratic leadership, Cherry (2015) concluded that transitioning from an autocratic to a democratic style is more difficult than the reverse.

According to Egwenyenga (2010), autocratic leaders' focus on high production also breeds counter-forces of antagonism and output constraint. Hostile attitudes, the repression of conflict, skewed and guarded communications, high labour turnover and absenteeism, low productivity, and poor work quality are all common outcomes. When a leader cares for and does the right thing when it comes to staff priorities, they absolutely win over their employees. According to Godfrey and Uwaje, 2016, there is no limit to what the workers should do to ensure the leader's success when this happens.

According to Maqsood et al., 2013, an autocratic leadership style is defined by individual control over all decisions and little feedback from employees. Typically, autocratic leaders make decisions based on their own opinions and assumptions, and followers are rarely consulted. Autocratic leaders exercise total, totalitarian power over their subordinates.

According to Cherry, 2018, "autocratic leader" refers to a leader who has complete control over decision-making. Staff members are not required to give feedback or communicate with the leader; instead, they are supposed to follow orders and directives without being given any explanations. This is because a standardized series of incentives and punishments is used to create a motivational atmosphere.

According to Gosnos and Gallo, 2013, an autocratic leadership style is defined by workers not engaging in decision-making; all decisions are taken without the staff's consent, and they often rule "with an iron fist." Furthermore, they are adamant in their stance and often fail to justify their actions. According to Ovarhe's, 2016 Leaders neglect prior agreements with employees. They describe tasks and strategies and are unconcerned about the actions and effort of their employees. leadership is supposed to be a joint duty that no one in an organization can demand.

3. Methodology:

3.1. Objectives of the Study

The current study aimed to determine the impact of autocratic leadership style on the communication inside the organization. The study designed to focus on the autocratic leadership styles benefits and its relation with team inside organization.

3.2. Hypothesis:

H1: Some staff are enjoy working and seek responsibility, little number of staff are creative and imaginative, the majority of staff not interest in their workplace and lazy.

H2: Most workers do not want to work and must be forced to work using threat and punishment

3.3. Research Questionnaires:

Q1. What are the leadership and leadership styles as in general?

Q2. What is the impact of autocratic leadership style on communication inside the organization?

Q3. Which is more benefit democratic or autocratic leadership for communication among organization team work?

Q4. In related to advantages and disadvantages which is more benefit Democratic and / or Autocratic for the organizational communications?

3.4. Sampling and collecting data:

The current study was used to carry out as descriptive design method where autocratic leadership style is the independent variable influent the team of work in the organization and its communication with his team, the sampling of this population was carried out from the organization. The instrument used for collecting data for this study was questionnaire that the questionnaire is widely used and useful instrument for collecting information providing numerical data which straight for analysis. The collected answers for the questionnaire from the respondents collected for statistical analysis and the data for the study were presented in tables.

4. Results and discussion:

The development of communication competence is a critical aspect of a communication initiator's position. As a result, it is clear that it is the responsibility of the leaders to choose the appropriate leadership and communication style for their organization in order to evoke the desired response from their sub-ordinates. Autocratic leadership is the most

fundamental form of leadership. Leaders who imitate each of these leaders would almost certainly share a characteristic, all autocratic leaders are likely to share those personality traits, leading them to follow that leadership style and its associated communication methods. Leaders adopting a certain style would have a strong inclination to use given communication skills to solve a given problem as reported by Henninger and Barth, 2009. To be effective autocratic leader you should put in your mind that the autocratic leadership style is ideally suited to circumstances. The effective autocratic leader should respect the subordinates: It's all too tempting to get caught up in the rules and try to follow them. It's important to maintain fairness and recognize that everyone contributes something, even though they don't call the shots. Making subordinates feel respected keeps morale high and anger low; mutual respect is the pillar of a functional team. Maintain consistency: It's easy to admire someone who is impartial, but it's difficult to trust someone who implements policy in different ways in similar situations. Listen, even though don't improve, becoming a leader means that the team will want to share their thoughts with the leader. It's important to make it clear that they've been noticed, regardless of the outcome.

5. Conclusion:

For certain obstacles, an autocratic leadership style can prevent the emergence of innovative ideas, so leaders should learn to use restraint when employing the style in the management of their organizations. In most cases, an autocratic style is a good way to gain success in the workplace. The depiction of autocratic leadership style that has just been portrayed has been serious. In fact, the style has both disadvantages and benefits. In short, autocratic leadership will increase efficiency in the short term, but in the long run, it is normal to see a lack of initiative and institutional strife. This style is successful in military and constructive organization so if applied in private sector with some modification to improve relationship between autocratic leader and team in order to good communication in the organization.

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Appendix:

I. Introduction:

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