

Everyone's Smart University

Project(Spring 2021)

Student Name	Mohammad Al Dolihan	اسم الطالب
Students I.D	2021200216	الرقم الجامعي

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 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

Leadership and communication in the project.

1.1 Introduction

Most people most likely think about a selected person or set of behaviors once we think about 'leadership'. Once we use the word 'leadership', the ensuing sentence typically suggests what the Principal, Superintendent, or President will or doesn't do of importance. Leadership is usually thought about to be synonymous with someone in a very position of formal authority. Once we try this, we tend to limit the action of broad-based participation on the part of a community or society. Leadership has to be a broad conception that's distinguished from someone, role, and a separate set of individual behaviors. It has to be embedded within the community as an entire, that suggests a shared responsibility for a shared purpose of the community. [1], a pacesetter is one or a lot of folks that choose, equips, trains, and influences one or a lot of followers(s) United Nations agency have various gifts, abilities, and skills and focuses the follower(s) to the organization's mission and objectives inflicting the follower(s) to volitionally and sky-high expend non-secular, emotional, and physical energy in a very joint coordinated effort to realize the structure mission and objectives. [2], Leadership isn't close to leaders. Neither is leadership concerning some position or place in a corporation or community. In today's world of unrelenting changes in technology, marketplaces, structure alliances, mergers, and partnerships; fast[of skyrocketing] world competitiveness; of accelerating diversity of ideas besides a rainbow coalition of individual backgrounds, beliefs, abilities, and experiences; of constant reengineering of processes and right-sizing of organizations and flattening of structure forms leadership should be everyone's business. [3], Most definitions of leadership replicate the idea that it involves a social influence method whereby intentional influence is exerted by one person [or cluster] over people [or groups] to structure the activities and relationships in a very group or organization. (Yukl 2002: 3) Leadership is also understood as 'influence' however this notion is neutral therein it doesn't make a case for or advocate what goals or actions ought to be sought-after through this method. However, bound various constructs of leadership specialize in the necessity for leadership to be grounded in firm personal and skilled values. Westerberg (2000: 158), as an example, claims that 'the primary role of any leader [is] the unification of individuals around key values'. Day et al.'s (2001) analysis in twelve 'effective' faculties in European nations and Wales concludes that 'good leaders square measure wise to buy and communicate clear sets of non-public and academic values that represent their ethical functions for the school'[4].

1.2 Leadership.

Leadership That Gets Results” is Goleman’s follow-up to the current article. A study of two hundred world corporations reveals that soft skills have loads to try to with emotional intelligence, which, Goleman argues, is that the key part of leadership. Emotional intelligence contains consciousness, self-regulation, motivation, empathy, and social ability. Within the work, it manifests itself not merely within the ability to manage your temper or get besides others. Rather, it involves knowing your own and your colleagues’ emotional makeup tolerably to be ready to move folks in directions that facilitate accomplish company goals. Emotional intelligence isn’t simply innate talent, Goleman insists it is often measured, learned, and developed.[5], leadership are often sorted into six major classes attribute theories, that conceive to establish specific personal characteristics that seem to contribute to an individual's ability to assume and with success perform in positions of leadership, power and influence theories that think about leadership in terms of the supply and quantity of power offered to leaders and also the manner within which leaders exercise that power over followers through either unilateral or reciprocal interactions, behavioral theories that study leadership by examining patterns of activity, social control roles, and behavior classes of leaders that's, by considering what it's that leaders do, contingency theory, that emphasizes the importance of situational factors, like the character of the task performed by a bunch or the character of the external surroundings to grasp effective leadership; cultural and symbolic throne that study the influence of leaders in maintaining or reinterpreting the systems of shared beliefs and values that provide aspiring to structure life; and psychological feature theories, that counsel leadership could be a social attribution that allows folks to create a sense of Associate in Nursing equiwx.al, fluid, and sophisticated.[6].

1.1 Communication in the project.

Project communication management ensures timely and acceptable generation, collection, dissemination, storage, and disposition of project data. Open and clear communications square measure needed among planners, implementers, and every one level of the organization for project success. It includes having a communication arrangement, data distribution path, progress coverage, and knowledge sharing system for management and customers (Kwak & Ibbs, 2002). Project communication management ought to additionally embrace ways and techniques to create trust and relationships among team members, further as propagate fascinating personal behaviors and clear communication rules. [7].

Since comes square measure distinctive, temporary, giving discontinuous work contents to personnel, and short-run orienting, they need alternative ways of the act (Prencipe and Tell, 2001). Multidisciplinary comes to need an enormous quantity of knowledge exchange and communication to reinforce the required contribution for project success. Especially, in advanced and tight comes, the big quantity of knowledge exchange is incredibly typical. yet, it's much not possible

for every project participant to grasp everything. It ought to be confident that each one stakeholder's square measure timely communicated with the right and relevant data. For this purpose, stakeholders deploy three-mode communication: push communication, pull communication, and interactive communication (PMI, 2013c). [8].

1.2 Leadership and Communication within the project.

Leaders lead through effective communication. sensible communication skills change, foster, and build the understanding and trust necessary to encourage others to follow a frontrunner. while not effective communication, a manager accomplishes very little. while not effective communication, a manager isn't an efficient leader. having the ability to speak effectively is what permits a manager to maneuver to a leadership position (Barrett, 2006b). associate early Harvard grad school study on what it takes to attain success and be promoted in a corporation says that the individual United Nations agency gets ahead in business is that the one who will communicate, create sound selections, and find things finished and thru individuals (Bowman, Jones, Peterson, Gronowski, and Mahoney, in Barrett, 2006b). As declared by Kouzes and Posner in Kellerman (2012) leadership "is not a solo act, it's a team effort".[9]

2. Methodology.

it's a long-standing assumption that qualitative analysis within the social sciences has its greatest role to play within the preliminary phases of researching a subject space.[10] In these things, very little is thought regarding the topic to be investigated, so the hypotheses area unit strictly speculative. The investigator aims to come up with and explore several hypotheses as attainable regarding the development below study. As our understanding becomes more and more well-defined, the measure will then refine and validate with "empirical rigor" the hypotheses generated by previous qualitative investigations.

3. Result and discussion.

A multitude of studies has verified empirical results regarding leadership designs and also the dimensions of structure commitment. Hayward et al. (2004) noted that transformational leadership contains moderate correlational statistics with emotive commitment. Low correlation coefficients between transformational leadership and normative and continuance commitment were additionally found. alternative researchers like Kent and Chelladurai (2001) posited that personalized thought contains a positive relationship with each emotive commitment and normative commitment. Similarly, positive correlations were found between intellectual stimulation and each emotive commitment and normative commitment. Contrary to their hypotheses, Simosi and Xenikou (2010) found that transformational leadership didn't make a case for however, continuance commitment develops. solely the subscale of private sacrifices was

coupled to transactional contingent reward. Rafferty and griffin (2004) found conflicting empirical ends up concerning continuance commitment. They hypothesized that private recognition contains a distinctive positive relationship with CC. Contrary to their expectations; personal recognition was considerably negatively related to CC. Moreover, they found that vision displayed a singular negative association with CC (not hypothesized in their work). These results could also be explained by specializing in the composition of the CC scale, which contains things mensuration individuals' perceptions of their investments within the organization and also the accessibility of other employment potentialities. once the sole rewards that area unit offered to be used by leaders area unit verbal encouragement or rewards of a private nature, this could end in follower frustration as individuals don't feel that they're being adequately rewarded for performance. multiplied frustration could lead people to gauge various opportunities additional absolutely, reducing CC to the organization (Rafferty & griffin, 2004). relating to the link between vision and CC, alternate expectations were consequently proposed: on the one hand, vision are often absolutely related to continuance commitment as articulating associate idealized image of the longer term will increase people's investment within the way forward for a corporation. On the opposite hand, vision could also be related to a decrease in CC by empowering individuals and influencing their perceptions of the opportunities offered to them (Rafferty & griffin, 2004).

4. References

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