

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 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

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS

Introduction

Up to now, there are many theories of leadership style are available, like emotional intelligence, contingency, competency and so on. All of them claim that appropriate leadership style can benefit project success. This study aims to find the relationship between leadership style and project success.

Project leadership is a relatively new field of study, and thus relatively under-investigated. Sotiriou and Wittmer (2001) stated that even though general leadership has been a focus of investigation for more than one hundred years, relatively little empirical research has focused on project leadership.

Literature Review

Project management is defined as an application of knowledge, skills, and techniques to project activities in order to meet the needs of project requirements, according to Heagney (2011:25). Leadership, in these applications, is required to enhance successful project deliverables. With various leadership styles and methodologies this can be achieved. Kerzner (2013) states four elements, which are essential when exercising good project management leadership methodologies, namely effective communication, effective co-operation, effective team work and trust. Effective communication can be implemented within the project team, amongst internal customers, and the wider organization. Effective co-operation is required within the wider organization in order to align to its objectives. Effective team work is obtained within the internal projects team, and the element of trust is exercised throughout the life cycle of a project. Rad and Leven (2002:56) stipulate that project managers should be competent in most or all of the details of the technical area of the project to ensure that those who manage projects have appropriate skills to achieve success for the project or enterprise.

Methodology

The main objective of the research was to better understand key elements of effective project leadership. To do this, a review of literature sought to identify characteristics of project leadership, gain insight from general leadership, and identify key project manager skills and competencies. Consideration of the field of project leadership revealed that it is a concept not understood consistently, but used in a variety of ways. General leadership reflected an interest in recognizing the importance of leadership to project management, and highlighting the importance of the context within which the leadership is taking place and the value of this concept to an increasingly volatile business environment. It was also deemed important to understand the relative importance of what project managers do to determine whether the skills and competencies they were thought to require really would support their effectiveness in leadership.

The key concepts investigated include the key project manager skills and competencies important to project success—ad whether or not they change for different projects—and the fit between the most important project manager skills and competencies and the work of the project manager.

Results and Discussion

Project leadership calls for clear communication about goals, responsibility, performance, expectations and feedback.

Successful project management communication is about being there for everyone, being in touch with the real challenges of the project, understanding the real issues within the team who must deliver the project as well as understanding the issues of the sponsors who the team delivers the project for. Being present, visible and engaged with everyone is important – during the good times and the challenging times.

Communication is not only about speaking to and hearing from people, it's about understanding the complete message.

What language to use, how to convey the message with respect to tone, feeling and body language all play an important role in the communication process. If these are used incorrectly, the result is often a confused message and misunderstanding of the real issues.

So a successful project manager can only maximize the effectiveness of communication within the team by being prepared to lead by example. A big part of leadership is to be present, and be prepared to communicate with all stakeholders at their respective levels. And to consciously Listen! Listen! and Listen some more! Projects often 'fail' because we simply fail to clearly articulate the vision and the project's success criteria. This vision must be successfully communicated to each stakeholder and team member. The whole team should be able to visualize the end result, in order to work towards a common goal.

Regular reporting of the project's progress and status is crucial to the success of the project. Communicating this to all stakeholders in a clear and precise manner is paramount, so that all understand what the key messages are. Diagrams, charts, graphs and tables should be maximized here. The well-known saying "a picture is worth a thousand words" is no less true than when communicating project progress or status. Effective and efficient project management communication is delivered by first considering the needs of the audience you are intending to communicate with, put yourself in their shoes and anticipate what they need to understand, and then provide that understanding only. Strong presentation skills are essential for communicating project progress and status. The audience needs to be engaged during these presentations to check that the key messages have been received and understood.

Communication method

Communication methods can either be active or passive.

ACTIVE communication methods being those used to communicate in the here and now, for example the use of:

- Face to Face meetings
- Video conference, meeting – one on one, or group
- Telephone conference, or voice only web conference
- Webinars, becoming increasingly popular for the delivery of presentation-based activities
- Telephone – good old-fashioned call
- Stand up presentations in person

PASSIVE communication methods would be those which recipients can adopt in their own time, for example:

- Pod cast
- Web cast
- Email
- Intranet bulletin boards
- Blogs
- Website
- Project newsletter – paper based
- Table top presentation

Effective communication results in all involved in the project understanding what is being communicated. This comes from spending time with the project team, being fully engaged and prepared to listen and understand the feelings which may be the key driver of the communication process. Project managers really need to have many qualities (good communication skills being one of them) to drive the project to become successful.

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