

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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 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 سنكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

- Interdiction of Leadership

Communication in Information Technology Projects

Leadership is an art that inspired the others do to the jobs and to be lead in good results for the stakeholders. The reflect of the leadership is high morale, good employee retention which is produce the work structure in the organization. Leadership is the primary keys for any organization that looking for long-term and short term result. Leadership has many characteristic with high skills that motivate the others and has critical thinking to solve and make the organization. One of the leadership styles is a primary key to be successful in project by monitor and maintain the team members¹. Leadership in business is the most important factor without the leadership business will not process to have good impact. Stakeholders or the organization looking for the profits from the projects and it finishes on time. All these processes from the beginning of the project to end must be handled by the leaders who might be managers. Leaders in that case will be the inspiration to employees to do their jobs and to finish the task with good results. Leadership in general, equals the goal in the project or managing department or organization. We can see many examples from the good leaders that made a huge change in their organization. Leaders who made a history change and inspired the people to follow them and make that change with good result. Mangers, supervisors, CEO and monitor all of them can be titles of leaders with deferent characteristic skills.

A commutation skill is very important in project management concept. All the members must have a communication technique to achieve all the project process with professional. Many methods of communication can be address to the project with connecting the members to finalize a decision or changing the plan, discuss a case might appear during project. Meeting is a primary communication methods that all part of projects must be involve too.

We have many projects must to be complete it without any delay. Healthcare organization projects always based on the patient's safety in that case all the projects must have a clear instruction and follow all long term process. Motivation is the key of

¹ Kim Kanaga, Henry Browning. [Maintain Team Performance. Bklt](#) : Pfeiffer; 2007

the successes in our projects. Our projects are sensitive and most of them long term project which will takes months and it has t be with zero risk, zero delay.

Healthcare organization has many challenges in project management. In that case, we have many characteristic leaders in our organization with different pattern. Two leaders or managers must be leading the projects and they have different pattern. There is a Project Commission Committee Manager who is responsible for the entire projects related to healthcare. His style is a democratic leadership which has a high communication skill in any project with the team members. The manager always involves his team to meeting and makes a collective decision. The director who is related to information and technology department is apposite than the project commission manager. His personal characteristic leadership style as autocratic which is holds all the authority and responsibility to take the decision without the team members.

Communication in project is the technique that the healthcare organization based on quality of the project. After two years in healthcare organization I released that communication is a primary skills that most of managers are use it either in projects or in work pattern in general. All team work understands their task during the project and communicates with each other by making meetings, sending emails or using other communication methods.

The research goal is proving how the communication in project is very important to achieve the goal of the project.

- **Literature Review and Conceptual framework**

Democratic Leadership

Some of the research defined the democratic leadership in three general categories; each member knows what is the task that assign to him, make the group have more access to project tasks, make the group have the right to decide and share ideas². Democratic leadership is a best style example for leader to make judgment and

² John Gasti . [A Definition and Illustration of Democratic Leadership](#); Human Relations. Vol 47. No. 8, 1994

planning³. Is a style that allows leaders to share their ideas to the members of the project and make also to be part of making decision. The benefits from democratic leadership style make leaders think widely to gather more information about the project and make it easy for him to think collective. It also, provides a team work atmosphere that makes the project process with good result. Democratic leadership is creating more solution to solve problems in projects. The more ideas come from group, the more solution will solve. Sharing ideas with the group create a creative solution which is a part of communication in project.

Autocratic Leadership

Autocratic leadership is the opposite of the democratic leadership. This type is focused on leader takes all responsibility for making the decision without considering the group ideas or decision. This style is not active with the team members to make a creative team for the projects task; they depend on their own decision and solve problems without any outside decision⁴. Autocratic style can be more protective and fast result. It will not take more time to make a decision in a project because; this kind of characteristic will take the final decision. According to Al Kahjeh E.H in [Leadership styles on organizational performance Journal](#)” there was a study on different leadership styles to find what is the style is helpful to the organization and has a good impact. Autocratic was one of the style and shows that autocratic style has a positive impact to organization. However, it has a negative impact to employees and did not give a chance to speak and share their ideas⁵.

Communication Project management

Communication one of the positive skills that any leader wants more than ideas to solve the problems.it leads to communicate with the teams and share with them ideas that might be helpful to the projects. Communication has more than methods it can be planning commutation, managing commutation and control communication. There are some researches talks about the value of commutation in making decision in any organization and how the positive impact is will be from that silk especially with the team

³ Kane, John, Patapan , Haig. Good democratic leadership. Oxford University Press; 2014

⁴ Annebel H.B. De Hoogh a, Lindred L. Greer b , Deanne N. Den Hartog [Leadership Quarterly\(2015\)](#)

⁵ Al Kahejeh E. H. [Leadership styles on organizational performance](#). *Journal of Human Resources Management Research* (2018).

work. According to GJ.Zulsh in Journal Communication; the function of project management he was talking about the huge relationship between the scope, time, cost and quality from the communication purpose. The four element factors are the primary key for projects management and any project manager could manage the projects using these elements he will has a high communication skills ⁶.

Communication and Democratic style

Democratic style is the best example of the leader who has high communication skills. Democratic style is the one of the still that would be helpful for the organization with a lot of customers and facing people. Leaders who have the ability to have good commutation skills will have more than decision he can take. Most of researches talked about the how is democratic leaders can be more value from the other style. There is a study made in Saudi Arabia universities about what is leadership style that the academic administrators have. It was an interesting study because, the result showed that democratic style is the top of the style that academic leaders should have because, theses leaders should use commutation skills⁷.

- **Methodology**

The approach of the researches was survey researches in communication in projects. It shows the different areas and organization did a survey for the important factor in project in general. Many of them agree that commutation skills have the ability to monitor, plan and control the projects. Many ideas take from different teamwork might increase the project performance. Also, researcher focus to show what the impacts are for the two styles in communication skills and how this skills influence the entire project in specific area. That is not saying other leadership styles are not have a good impact in project but it explain that some sensitive area communication silks in important to organization. Especially, the health care industry in IT section to be specific projects must finish as it

⁶ GJ.Zulsh. [Communication; the function of project management](#). [Volume 16](#), 2014, Pages 1000-1009

⁷ Al Oqlah, R. M. A (2021). The [effect of leadership styles on improving communication method among academic administrators](#). *Cypriot Journal of Educational Sciences*.

schedules with no delay time. The approach is focused on the survey that many organization rely on the communication impact as we explained in above,

- **Results and Discussion**

The goal of the research is to show the difference between the two leadership styles, and how the impact for the organization is that dealing with customers or facing people. This research talks about the impact of the organization that has leaders from different style such as, autocratic and democratic leadership styles in communication. With different sources and studies, it showed that democratic leadership has more value than autocratic leadership in communication in project. Democratic leaders have high skills in communications and easy for them to communicate with team members to make decisions. In other hand, autocratic leaderships are totally opposite which has more individual technique for decision making. The resource that I found it reaches to the point communication skills is an important skill to any leaders. It organizes the work process either in project management or in work flows in general. The sources also, support the study of the communication in two points;

- 1- Communication as result will organize the scope, time and quality of work.
- 2- Communication will increase the solution of problems.

- **Conclusion**

In hospital industry, it is very important to have a leader who has communication skills. Our Environment is dealing with patients and we have such a sensitive procedure for any project that must be done. It is very difficult for leaders to make own decision without considering the teamwork or the employee. All projects must have more than ideas to make sure that is safe to the patients. These projects might be a medical devices or IT systems which is very sensitive projects to the hospital industry. The reason for my research is to show how the democratic leadership is important to that kind of industry. However, it does not mean all the leaders must be with democratic style and have more communication skills. I have an example that made me to do this research. We were in a project in the hospital and it related to patients the manager was not have the communication skills and he is making his own decision without considering any one

from team work. He made his own decision and the project with our hearing the ideas from the expert. After that, the result of the project that we faced is a high risk that might thread patient's life in last minute.

Reference:

- ¹ Kim Kanaga, Henry Browning. [Maintain Team Performance. Bklt](#) : Pfeiffer; 2007
- ² John Gasti . [A Definition and Illustration of Democratic Leadership](#); Human Relations. VoL 47. No. 8, 1994
- ³ Kane, John, Patapan , Haig. Good democratic leadership. Oxford University Press; 2014
- ⁴ Annebel H.B. De Hoogh a, Lindred L. Greer b , Deanne N. Den Hartog [Leadership Quarterly\(2015\)](#)
- ⁵ Al Kahejeh E. H. [Leadership styles on organizational performance](#). Journal of Human Resources Management Research (2018).
- ⁶ GJ.Zulsh. [Communication; the function of project management](#). [Volume 16](#), 2014, Pages 1000-1009
- ⁷ Al Oqlah, R. M. A (2021). The [effect of leadership styles on improving communication method among academic administrators](#). Cypriot Journal of Educational Sciences.