

Everyone's Smart University

Project (Spring 2021)

Student Name	Jawad Badran	اسم الطالب
Students I.D	2021200874	الرقم الجامعي

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

PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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 King Faisal Hospital organization

1.Introduction:

Every business has a president, board chairman, or chief executive officer. In most cases, we believe that a single person can lead our businesses and social institutions. Any organization's leader is supposed to fulfill his or her position by expressing the ideals of the organization he or she serves. A manager's leadership skills are needed to work successfully at a strategic level, and a good manager would be able to recognize personal skills and manage personal leadership growth to facilitate the achievement of strategic goals. Where he will be able to assess the leadership plan's success and foster a healthy and secure work atmosphere that promotes a quality culture. Leaders have a positive effect on our everyday lives as well as our futures. Strong leadership is needed in both good and bad times. The leaders that a company or sector selects or inherits decide its performance. What makes anyone deserving of the title of great leader? History and current experiences will help you learn how to improve the skills that esteemed leaders have shown. The characteristics of and need for leaders in business, health, politics, education, sports, and communities are examined in this case study. Democratic leadership style, Participative is another name for this style. Leaders with participative leadership style, include one or more of their subordinates in the decision-making process, such as what exactly needs to be done. These leaders, on the other hand, retain final decision-making power. This is a smart way to boost employee motivation, and when done correctly, it always has a positive impact on the company's regular operations. This style works better when the leader only has a partial understanding of the problem and needs more detail to figure out how to solve it. In this style, leaders deliver high-quality, high-quantity work over a long period of time, and employees appreciate the confidence they are given and respond with loyalty and high morale.

2.Literature review and conceptual from work:

2.1 Leadership:

Leadership and the ability to handle a team are two of the most important attributes that an employee with high ambitions must possess. These are also characteristics that most businesses seek. A natural leader who commands his team's respect by treating them with the same level of deference. Successfully raises team spirit by continually recognizing and appreciating team members' sacrifices that have helped the organization to meet or exceed its goals. Since he is approachable, his team members feel at ease approaching him with any problems, which has strengthened intra-team relationships. This has also aided in the increase of team productivity. He inspires others to follow him and instills faith in his teammates.

2.2 Theoretical concepts of leadership:

Theoretical interpretations of how and why such individuals become leaders are known as leadership theories. They concentrate on the qualities and habits that people should develop in order to improve their leadership skills. According to research, these qualities are regarded as the most important by leaders all over the world. Leadership theories illustrate how leaders use and grow these characteristics. Leadership ideas have recently become more formalized, making them easier to comprehend, discuss, and evaluate in reality “The function of leadership is to produce more leaders, not followers.” says Ralph Nader. This is known as transformational leadership, in which a leader will change a follower's mindset or psychology, inspiring them to want to be a leader as well.

2.3.1 Democratic Leadership:

Participative is another name for this style. Leaders who use a participative leadership style include one or more of their subordinates in decision-making, such as what needs to be done. These leaders, on the other hand, retain final decision-making power. This is a smart way to boost employee motivation, and when done correctly, it always has a positive impact on the company's regular operations. This style works better when the leader only has a partial understanding of the problem and needs more detail to figure out how to solve it. In this style, the leader produces high quality and quantity work for a long time, and the staff appreciates the confidence they are given and responds with loyalty and high morale. The leader devises strategies to assist employees in assessing their own results. This management style allows workers to set goals, inspires them to advance in their employment and promotions, and celebrates and rewards achievement. When leaders want to keep employees updated about issues that concern them and share decision-making and problem-solving, this style should be used.

2.3.2 Laissez-faire:

Laissez-Faire Leadership is a “hands-off” leadership style in which managers give very little or no instructions to employees and give them as much flexibility as possible. All power has been delegated to the workers, and they are responsible for setting targets, resolving issues, and making decisions on their own. When the workforce is highly qualified, knowledgeable, and trained, this style can be used effectively. When employees are trustworthy and completely capable to execute duties, they have the capacity to complete work effectively on their own. This style should not be used in the absence of a manager when employees are feeling insecure, or when managers are unable to thank employees for their hard work.

2.4 Decision Making:

Employee engagement, loyalty, and work satisfaction can all be improved by using a democratic leadership style. This leadership style also builds confidence and respect between the leader and their team members, resulting in deeper relationships. Furthermore, since a political leader invites people to express their views and suggestions, the team is more likely to come up with innovative solutions to problems. Furthermore, democratic leaders teach vital skills like problem solving and strategic thinking to their teams by encouraging them to work about problems and make decisions together. These team members would eventually be able to take on more tasks and work more independently.

2.5 Leadership & Democratic skill:

Humans have an inherent desire to have power of their lives and to feel respected and capable of making significant contributions to society. These needs are met through democratic leadership, which has been shown to improve employee engagement, work satisfaction, and morale. It's important to remember, though, that although democratic leadership can be extremely successful in some circumstances, it's not without flaws. Leaders who know when to use this style versus another are the most powerful. For example, Abraham Lincoln took a democratic approach and gave his cabinet months to discuss whether or not slavery should be abolished. In the absence of consensus, he made a decision and told his team about it—an potentially authoritative, but successful move.

3. Methodology:

Quantitative, qualitative, and mixed approaches (a mixture of quantitative and qualitative) analysis methodologies have been used to investigate leadership. Statistical and mathematical modeling have been used in the creation of leadership scales and the testing of existing leader assessment methods from a quantitative psychology perspective. Leadership analysis has also made extensive use of survey methods. As a result, conventional survey research analysis techniques have been applied to survey research analysis in the study of leadership (e.g., cross-tabulations, ANOVAs, regression analysis, log-linear analysis, factor analysis, etc.). Leadership research has used a variety of qualitative methods, such as phenomenology, ethnography, grounded theory, interviews, case studies, and historiography.

4. Results and discussion:

Democratic leadership, or participative leadership as I prefer to call it, is a management style in which members of the community play a more active role in decision-making. Everyone is welcome to participate, ideas are openly shared, and debate is encouraged. Although the democratic process emphasizes community equality and free exchange of ideas, the group's leader remains in place to provide direction and power. This type of leader encourages employees to set realistic goals and congratulates them on their accomplishments. They work with their workers to create strategies to help them assess their own success and encourage them to improve on the job while promoting their promotions and advancement. That's way project was succussed.

5. conclusion:

Leadership styles have always been and will continue to be a hot subject. It's difficult to choose the best style for an organization. As you can see, positive leadership is a mindset that is backed up by a collection of skills and a network of trustworthy tools. It is a blend of personal beliefs, objectives, and knowledge of the organization's environment. The genuinely optimistic leader sees opportunities everywhere, takes decisive action in tough situations, trusts his or her staff, and is still learning. Most people would agree that a good leader is likeable, approachable, intelligent, and respectful of his or her team, and above all, valued. Take the time to evaluate your talents, create a personal development plan, and search for ways to assist others in developing their leadership skills. Many more optimistic leaders are needed. You have the power to make a difference. Your adaptive leadership skills will emerge if you concentrate on the elements of core leadership. The three pillars of core leadership are policy, action, and performance.

References:

- 1- Covey, S., Merrill, A.R., & Merrill, R.R. (1994). First things first, London, UK: Simon & Schuster
- 2- Humphrey, A. S. (2005, December). SWOT analysis (strengths, weaknesses, opportunities, and threats). Retrieved from: http://en.wikipedia.org/wiki/SWOT_analysis. SRI International. Originally created as SOFT Analysis, Stanford University. http://en.wikipedia.org/wiki/Albert_S._Humphrey.
- 3- Maxwell, J. C. (1999). The 21 indispensable qualities of a leader. Nashville, TN: Thomas Nelson Publishers.