



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

Everyone's Smart University

Project (Spring 2021)

Student Name	عبدالله عبدالكريم العبودي	اسم الطالب
Students I.D	2021202914	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 A Medical training CENTER

- **Communication in the project.**

Introduction:

The purpose of this research became to identify the essential characteristics that a creation venture manager must own to make certain a success community. The characteristics of a assignment manager imply the kind of chief and management style that the project supervisor applies throughout the management of tasks. method: A research questionnaire that specialize in communicating abilities of task managers, in terms of importance for the a hit management of projects became circulated.

The effects of the survey were compiled and analyzed. The effects of the research illustrate those traits which can be critical for dealing with tasks successfully. The characteristics further indicate by using implication the mission managers' leadership styles with dealing with initiatives. the results of this studies can be in understanding the influence of the venture manager characteristics. this will indicate to builders and production agencies that they should pay extra attention to the characteristics of challenge managers' and their skills in conversation, so as to enhance the final results of projects and to gain the construction industry as an entire. The value is that the clinical constructing enterprise, mainly project managers, need to know the influence and effect a style of management has on the control of initiatives and that those characteristics are important for effective of entirety of tasks. Conclusion and recommendation: know-how of the traits and leadership styles followed by creation mission managers will make contributions to fixing verbal exchange issues. The project manager has to sum up the scenario after which adapt a fashion consistent with that unique scenario.

This paper evaluations leadership in general, assignment supervisor's competencies and roles, the venture supervisor's conversation talents, assignment control leadership communicate, conversation abilities and management, the research assignment and the conclusions and pointers. Communication, as a part of leadership, is critical in executing and dealing with projects, as well as for conversation among the construction task crew and stakeholders. the development project supervisor therefore desires management abilities to control a challenge efficaciously.

Literature Review and Conceptual framework:

Characteristics of the different styles of Leadership

Studies on management patterns show that the persona of a leader, the maturity of followers and the wishes of the surroundings determine the management style to observe. A powerful chief may be able to adapt a style or aggregate of forms of management to fit

the circumstances. any one of the styles might be effective in the proper scenario. the selected style of conversation will range from chief to chief and from challenge to venture, but communication with human beings stays an intrinsic a part of management. Management can be defined as a style of conduct designed to combine each the organizational necessities and private pastimes in the pursuit of some targets. Managers have a leadership responsibility. mission managers are regularly decided on or no longer selected due to their leadership patterns (Kerzner, 2001). Barrett (2006a), and Müller and Turner (2010), display that management patterns can be classified in six vast categories. these patterns are directive, pacesetting, participative, visionary, education and affiliative, Kerzner (2009) upload a in addition patterns, particularly bureaucratic and laissez faire. The authoritarian/directive/commanding fashions are characterized by means of dominance and overall manage via the leader. This fashion of management could now not be effective in motivating personnel. The pacesetting style is characterized by using meeting demanding situations and dreams. The democratic/participative fashion is characterized by way of participation of the team in decision making and any such leader could probably keep common conferences, but would also survey personnel and establish techniques to gain employee enter. worker enter and survey outcomes will help the chief in knowing and know-how the environment higher. The transformational /visionary style conjures up the crew with a shared vision of the destiny. This style of leaders would possibly be very seen in the employer, speaking frequently in public, preserve frequent meetings and sending out statements that inspire and provide steerage to all the personnel and by using doing so enhance verbal exchange successfully. The training style emphasizes a strong, mentoring tradition and likely locations significance on training and improvement classes and on control's obligation to expand others, thus improving personnel' effectiveness through abilities and know-how.

The affiliative style creates concord with the aid of connecting group participants, each one-on-one and in small companies. The traits of those styles determine how a challenge leader deals with crew contributors and influence the effectiveness of communication with the crew. construction mission managers ought to undertake a leadership style or combination of patterns. Brits (in separating the coolest from the wonderful, 2009) confirms this by way of mentioning that a mixture of management patterns are required to house the complex environment that projects are running in. a pacesetter might vary the management fashion depending on occasions. Yang, Wu, Wang and Chin (2010) suggest that leaders vary the leadership style while the state of affairs turns, the usage of a exclusive leadership fashion at exclusive stages of the task lifestyles cycle. To select the most effective management style for numerous conditions requires the capacity to evaluate conditions successfully and applying appropriate styles for effective communication

Leadership styles

the following management styles are decided on as generally recognised sorts of leadership inside the commercial enterprise control area (Smit and Cronje, 2002). They have a look at does not speak management patterns as such, but management styles have an effect on the effectiveness of conversation and consequently a assessment of management patterns is crucial. The styles can be applied in my opinion, selectively or in combination, relying on one of a kind situations. there are numerous distinct management styles: Contingency or *situational leadership style*

1. *Sloan or visionary leadership style*
2. *Path goal leadership style*
3. *Fiedler's leadership style*
4. *McGregor's theory X and theory Y style*
5. *Life cycle leadership style*
6. *Behavioural leadership style*

As a manager and as a leader of the project I prefer to manage the work with the following leadership style which is the best one to enhance both the perfect performance and best communication required for the work team and the following style enable me to achieve this goal:

7. Action centered leadership style ;

John Adair (Burke and Barron, 2007) evolved a distinctive management style that specializes in management action. This fashion suggests that the challenge chief need to cognizance on three duties, specifically mission, crew and character, acting on the demands of each. A venture leader should attend to the undertaking, group and character responsibilities however should cognizance on every one at one-of-a-kind instances for you to deal with particular needs (Burke and Barron, 2007). In assignment orientation, the reason of a group is to finish some work, so the leader needs to maintain attention on the success of goals. team orientation calls for the chief to ensure that the group's collective wishes are recognized and group concord is maintained. individual orientation requires the chief to apprehend that every member of the organization or crew may have individual personal desires (Burke and Barron, 2007). it is vital that the challenge supervisor, through communique, beautify the stability among the wishes of the undertaking tasks, the desires of the task team and the wishes of the individual.

Project Management Leadership Communication

Axelrod (in Barrett, 2006a) states that effective management remains largely a rely of communication. Reluctant communicators are not going to hold influential positions or be perceived by the team members as project leaders. Relationships have to exist between task leadership with a excessive degree of verbal participation (Emmitt and Gorse, 2007). Campbell (2011) states that, "precise conversation and robust leadership go hand in hand". Challenge managers prevail by using producing projects on time and within price

range in addition to effectively managing the interaction and verbal exchange between people and organizations. Barrett (2006b) states that venture leaders “command others’ attention”. useless conversation stems from vanity, disorganization, stubbornness, negativism and mistrust (Pacelli, 2010). Bernthal and Wellins (2005|2006) upload negative humans and interpersonal abilities as reasons why leaders fail. To control a challenge efficiently three sorts of conversation arise: vertical communication, the up and down flow of communicating primarily based on hierarchical relationships; horizontal communication, primarily based on conversation with friends; and diagonal conversation, the upward relationships with managers and diagonal communication with contractors and/or suppliers or group individuals of other departments (Campbell, 2011). Influential team participants frequently understand that human beings making the maximum noise have little relevance and efforts must be made to inspire the reluctant communicators to take part (Gorse and Whitehead, in Emmitt and Gorse, 2007). those task leaders with good sized communication abilities and influence end up the dominant communicators, as a result the attributes of dominant communicators may be carefully associated with the ones of leaders (Emmitt and Gorse, 2007). Leaders lead via powerful communication. suitable verbal exchange abilities permit, foster and create the expertise and accept as true with important to encourage others to observe a leader. without effective communication, a manager accomplishes little. without powerful conversation, a supervisor isn't an powerful chief. In truth, being able to talk effectively is what permits a manger to move to a leadership function (Barrett, 2006b).

In an agency says that the individual who gets in advance in business is the person who is capable of speak, to make sound selections, and to get things finished with and via people (Bowman, Jones, Peterson, Gronouski and Mahoney, in Barrett, 2006b). As stated through Kouzes and Posner in Kellerman (2012) leadership “isn't always a solo act, it’s a group effort”. communicate therefore is a robust force that influences task achievement. The task chief needs to broaden a management fashion that fosters effective and efficient communication with stakeholders.

Methodology:

A questionnaire survey changed into performed, sending to a selected group of amount surveyors, creation managers, engineers, architects and challenge managers. The wide variety of questionnaires sent out became 302. the full reaction price became 32%. it is substantial in recognize of the reliability of the response fee that seventy two% of the responses acquired have been from assignment managers. but, the responses from the undertaking managers did now not distort the response data. The cause of the question became to determine the significance of characteristics that a construction challenge supervisor must possess to make certain successful verbal exchange. Similarly, to decide which traits are crucial for a task manager to speak correctly with group individuals. The characteristics of a person may also make contributions to managing a project greater successfully and these characteristics are indicative of the fashion of management. it is

important to determine the management fashion of a mission manager, because it affects the a success execution of the mission, the cooperation between the crew individuals and the cooperation between the crew and the mission manager.

Results and Discussion:

The assignment supervisor that is trusted via the crew and receives the group to paintings together will talk successfully. project crew members want to collaborate, percentage, collate and integrate records and understanding to realize project goals. An undertaking manager does not speak with language handiest, but also with person, which incorporates mindset, behavior and personality. allowing group participants to take duty for their work and sharing the imaginative and prescient with team contributors will beautify the formal float of statistics in all guidelines, particularly upward, downward, horizontal, diagonal and lateral, ensuing in a hit remarks. therefore, challenge managers who permit the team to take duty for his or her paintings will acquire greater from team contributors and verbal exchange can be extra powerful. The outcomes indicated a humans-orientated approach toward the management of a project.

References

1. Campbell, G.M. (2011), *The complete idiot's guide to project management*, 5th ed, Alpha Books, Indianapolis, IN.
2. Clutterbuck, D. and Hirst, S. (2002), "Leadership communication: A status report", *Journal of Communication Management*, Vol. 6 No. 4.
3. Kerzner, H. (2001), *Project management: a systems approach to planning, scheduling, and controlling*, 7th ed, Wiley, New York.
4. Walker, A. (2007), *Project management in construction*, 5th ed, Blackwell Pub, Oxford.
5. Hargie, O. (eds), (2007), *The handbook of communication skills*, 3rd ed, Routledge, New York.
6. Laufer, A., Shapira, A. and Telem, D. (2008), "Communication in dynamic conditions: how do on-site construction project managers do it?", *Journal of Management in Engineering*, Vol. 24 No.2.
7. Miners, T.W. (1969), *Communications and cost control in the building industry with special reference to the role of the Quantity Surveyor*, Thesis (D QuantSurv), University of Pretoria, Pretoria.