

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

Introduction

Leadership is a process of influences and encourage others to achieves the organizations' goal. Leadership is fundamentally the ability to form and change the perspectives and aptitudes of the individuals, whether informal or formal situation and that management relates to the formal task of decision making and command (Chapter – I. Leadership Concept and Theories, n.d.). Moreover, the leadership is always about how to build and develop a good knowledge and skills of induvial. The leader works on the mind, action and nature's relationship of others.

Motivation is a key for future successful. It means needs, desires and wants within the individual. Motivation is very important for both organization and leader. In every organization it is important to consider the performance of the employees and the way they act. When we talk about employee motivation, it is about his inner, own, and self-imposed decision, why and with what approach will he try to fulfill his tasks. Forever only motivated employees can bring successful and high quality for their organization. Motivation is the most important skill which I focused in my organization.

The style of leadership will affect the mental and physical health of the teamwork. The best leadership style for the manager is affirmative type from my point of view. Affirmative leadership style focus on how to build positive workplace and how to create a great connection between employees and their manager. Affirmative leadership motivates their employees to express their feeling and creative ideas. Also, affirmative leadership style allows employees to use their imagination to implement the goals and encourages team to work together.

The second leadership style which I prefer for my company is democratic leadership style. A democratic leadership style involves people to participate and voice their opinions. In addition, the democratic leader being able to guide group through productive communication and strong relationship. Also, he teaches his teamwork important skills and how to solve difficult problems. I think a democratic organization is only as good as its leader and members.

My goal is to establish a small café shop with a high quality of coffee with responsible price and homemade product. I want my café shop a place helping customers to relive their daily stresses activity by providing piece of mind through great location and best customer service.

Literature review

The effort toward explorations for common feature of leadership is protracted over centuries as most cultures need heroes to define their successes and to justify their failures. In 1847, Thomas Carlyle stated in the best interests of the heroes that “universal history, the history of what man has accomplished in this world, is at the bottom of the history of the great men who have worked here”. Carlyle claimed in his “great man theory” that leaders are born and that only those men who are endowed with heroic potentials could ever become the leaders. He opined that great men were born, not made. An American philosopher, Sidney Hook, further expanded Carlyle perspective highlighting the impact which could be made by the eventful man vs. the event-making man (Dobbins & Platz, (1986).

The affirmative leadership style revolves around people-its proponents value individuals and their emotions more than risk and goals (Goleman, 2000). Usually, the affiliative leaders keep their employees happy, develop team trust, and create harmony among them (Xie et al., 2011). The leader gives people the freedom to do their job in the way they think is most effective. This kind of leaders are masters of building a sense of belonging. The Affiliative when trying to build team harmony; increase morale; improve communication or repair broken trust (Goleman, 2000).

Several researchers have revealed that people-oriented (democratic) is more effective than production oriented (autocratic).Mba (2004) states that in this style of leadership, high degree of staff morale is always enhanced. Nwaigwe (2015) in her study on the

“influence of head librarians leadership styles on job satisfaction of librarians’ in tertiary institution libraries in Imo State, Nigeria”, found out that democratic leadership style was the commonest style of leadership.

Methodology

The aim of this study to explore the effect of affirmative and democratic leadership style on the organization and their employees. The study adopted a descriptive survey method. The survey focused on a sample employee and the affirmative and democratic leadership style of their managers and its impact on job performance in small business.

Data Analyses Based on these Questions.

Question1: What is the influence of affirmative leadership style on job performance of employees?

Question2: What is the influence of democratic leadership style on job performance of employees?

Results and Discussion

Analysis revealed that democratic and affirmative leadership style results in high employees' productivity, reduces the need for control and formal rules and procedures, develops competent people who are willing to give their best and develops subordinate who think for themselves and seek responsibility. In addition, the teamwork feels involved and part of decision making. These types of leadership style allow employees to have sense of belonging and responsibility. Therefore, affirmative and democratic leadership produce motivated employees that eventually command to increased performance.

Based on the results affirmative and democratic leadership style have positive impact on employees and company. This indicates that when affirmative and democratic leadership style approach is practiced, performance of employees would increase. Also, company's managers are encouraged to adopt democratic and affirmative style and involve team members in the decision making process since it is confirmed that performance of employees is the best under these styles of leadership.

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