



Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN MY ORGANIZATION

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Introduction

Team management is considered as an ability of the organisational leader to coordinate efficiently with the team members to bring out an optimum output of the desired tasks. Team management in this regard includes factors such as team communication, objective setting, and performance management in an organisation (Shetach, 2012). This report aims towards echoing different leadership styles that are considered as a key factor in the success of any project. In this regard, the project leadership skill chosen for this report is about team management. This will include elements such as team structures, team development stages, and team needs as well.

Literature Review

It is often considered that while developing a team for project completion, six fundamental areas should be aimed more comprehensively. These include factors such as team composition, team mindset, team size, identity, and team governance. As echoed by Popovici, team structure helps reducing return that affirms because the size of the group turns out to be multiplied (Popovici, 2012). However, it does not imply that the structure cannot be improved. In this regard, enormous team development stages build correspondence issues and it is hardtop to organize the team members who are dependent on a particular errand.

Similarly, Soni in 2020 echoed that during the early stages of team development, the members are supposed to be segmented based on their calibre that aligns right with the credibility of the leaders of the organisation (Soni, 2020). In this regard, the team members who have similar mindsets should be involved within the same groups so that effective output could be driven out of them. This concept was referred to as the *Imperative Approach* by Armstrong (Armstrong, 2012). Thus, during team formations, the roles and responsibilities of each team member should be assessed by the leader by using the appropriate model and frameworks. For this purpose, the Cognitive Theory of Leadership might potentially help the leader take decisions that can help him or her pull out the optimum from the team members.

The methodology should be aligned right with the project processes that include project life cycle, project initiation, project planning, project launch, project execution,

and project closing as well. For this purpose, efficient and effective data collection tools and data sources should be used. During the initial stages, the undertaking leaders should sort out what is going on with everything around the objective of the project (Lee, 2021).

Next, during the data collection stage, the team design and coordination of the venture to get prepared for the starting objective should be assessed. For this purpose, undertaking dispatch can be used as a real time frame when the team is towards the real beginnings and the members are cooperating to execute the task.

Additionally, task execution should be possessed where the team members and the leader causes the venture to accelerate the mode of working more proficiently. For this purpose, the leaders should possess some skills that might help them guide the team well in the right direction. These include skills such as situational leadership skills, directive leadership skills, selling leadership skills, participative leadership skills, and delegate leadership skills (Carmeli et al., 2011).

However, the methodology will also include some crucial roles and responsibilities of the leader. These will include areas such as being the controller, monitor, negotiator, and spokesperson as well. Thus, the data collection tools and data sources will be derived right from the team itself and not from the external unreliable sources.

Results and Discussion

1. Team Composition and Structure

Team composition and structure helps to reduce the errors that might affirm because the size of the team. In this regard, enormous team development stages help eliminating correspondence issues and as it is hardtop to organize the team members who are dependent on a particular errand (Popovici, 2012). That is why team composition plays an essential role in the areas associated with the leadership and management of team members in a project.

2. Imperative Approach

It has been also found that the team members who have similar mindsets should be involved within the same groups so that effective output could be

driven out of them. That is where an imperative approach comes into play (Armstrong, 2012). In this regard, during team formations, the roles and

responsibilities of each team member can be assessed by the leader by using imperative models and frameworks.

3. Data Collection and Sources

Data collection and evaluation of these data plays an essential role in team management by the leader (Lee, 2021). For this purpose, the findings have echoed to use the team members as data sources so that external mitigations can be avoided.

4. Leadership Traits

Since the roles and responsibilities of the team leader are crucial and play an important part in project completion, several skilful areas become essential to be possessed by the individuals (Carmeli et al., 2011). These include areas such as being the controller, monitor, negotiator, and spokesperson as well.

Conclusion

This report aimed towards echoing different leadership styles that are considered as the key factor in the success of any project. In this regard, the project leadership skill chosen for this report was about team management.

