

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 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**

Communication and Coaching in Leadership

Introduction:

When looking at leadership style I have to look to what is manager good at it, how to progress my team. The most important thing is to gain the respect for my team by treating every one fairly. Leadership is defined as the process in which an individual influence the group of individual to attain the common goal.

A leader is motivation for others inspires individual to aim high and to attain that aim a The Leadership has responsibility to support and motivate the team to achieve the goal of the team.

The leadership has different ways such as democratic, autocratic, coaching etc.

Coaching is one of the important type of leadership, the coaching helps the team for improving their skills by guiding them and advice the team for what is better, support and motivate the team is really important and this is why I like the leadership type coaching because as leader at my work I can see this is the best way as coaching for the team, guide them help them especially when you have large number of employee who are working.

We live in a world that is constantly changing. Successful executives must increasingly supplement their business and functional skills with a general capacity for learning, and they must help their subordinates improve that capacity. Managers are no longer merely command and control. They would also fail if they reward team members only for performing flawlessly on tasks that they already know how to do. Instead, with full institutional support, they need to reinvent themselves as coaches whose job it is to draw energy creativity. And learning out of the people with whom they work. Communication is regarded as a key leadership. an proven way of bringing out the best in everyone-improving employee morale, health, and success – is to take a coaching approach to workplace conversations. Coaching aids, the developments of leaders and their teams by focusing discussions on being realistic, results-orientated.

Literature Review and conceptual framework:

Lee tackled the issue of virtual team ethics. He started by reviewing existing ethical theories in relation to e-leadership, virtual teams, and virtual project leadership in the literature. Participative management, theory Y and its relationship to utilitarianism were among the ethical theories examined, as were Kantian ethics, motivation, and trust and communitarian ethics, the use of democratic tactics and a care ethic and egalitarianism. The author wrapped up by making four recommendations for future study.

Dsouza and Corelli investigated the problem of virtual team member selection. When forming virtual and physical (face-to face) teams, the authors looked at the value of task skills and four personal characteristics. The research, which included one hundred undergraduate students, found that task skills had a greater effect on virtual team selection decisions.

Reed and Knight reported on a study in which over 150 information technology professional (some of whom participated remotely) took part in a simulation that looked at the gaps in communication risk between conventional and virtual project teams. The findings revealed no difference between the two situations. Digital team ventures, on the other hand, were at a higher risk due to a lack of information transfer.

Methodology:

The best method I choose to look after the team is Motivation by looking and observing the team and be close to them while working advise them on the spot guide them by practical on the field, when I see a mistake from one of my team, I choose not to advice in front the team but by talking to him face to face as supporter to his work and to choose the way of advices and methods. Highly motivated individuals may result in significant improvements in work satisfaction as well as significant reductions in tardiness. The motivation strategy will determine how easily you can get down and do a task. The confidence of the subordinate doing the talking is crucial to effective upward communication. If there is a lack of confidence, the subordinate would be inclined to play it safe and only send the information that is requested. The manager and leader must work hard to win and maintain their employees trust. there are three major research methodologies in the field of communication the quantitative and qualitative and rhetorical.

Quantitative analysis makes use of numbers and measurements to create information.

There are several different methodologies within the overarching field of quantitative analysis. experiments, surveys, content analysis, and meta-analysis are the most widely used methodologies.

Qualitative research entails collection information to better understand concepts, emotions, or perceptions. And evaluation non-numerical data (text, video, or audio).

It can be used to gain in depth to get a better understanding of an problems or to come up with new research ideas.

Result and Discussion:

In the result and discussion, I found out the motivation and support is the best way to encourage and support the employee in most of the level work.

we had a project with Ministry of Haj and Umrah and we want it to finish it in a very short time, its season for haj and we have short time to organize and manage the work, as leader for the team using such hard work or strong work to make them work or stress on them without support it does not work.

the project was to train the Hotels on a new system for Ministry of Haj and Umrah.

but I have seen the team after pushing them and stress on them to finish their job in short time, it was really bad Idea and was not the correct way to use it with the team because we had many issues after training the Hotels then I realize that, the best way is to encourage the team and motivate them, I realize that most of the issues reduced we can say more than 40% has gone. Step by step issues almost gone, sometimes it happens but we can say not more than 5%. Since that time I realize that the best time way of dealing with the team is by supporting and encourage and also motivate them.

References

- Lee, M. R. (2009). E-ethical leadership for virtual project teams. *International Journal of Project Management*, 27(5), 456-463.
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