

Everyone's Smart University

Project(Spring 2021)

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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

Instructor's Name:

Dr.Sara Adel

Motivators and Transformational/Visionary leadership Style

1. INTRODUCTION:

- “I start with the premise that the function of leadership is to produce more leaders, not more followers.” Ralph Nader
- Leadership is a process that affects in order to achieve a goal, and it is a difficult skill. No one can be a leader, and leadership means Calling ,Honor ,Burden ,Duty ,Ability and Responsibility.
- You are your job as a leader, there must be some of them under your management when you receive a project, including managers, administrators and employees, so in order to win them you must see and support everything that motivates them in order to reach the final result that is satisfactory for you and the owners of the interest and a good leader who chooses the appropriate method for motivation at the appropriate time.
- Our leader at work supported one of the leadership styles, which is the transformational leadership style / vision because he was motivating and inspiring us to achieve great results and his leadership was increasing the innovation of the team.
- The motivators and their impact on us in the institution was very strong because it touched our personal needs, whether intangible or tangible, the employee became one of us who came to work and was self-righteous and worked not for a salary he received at the end of the month, but became treated as if it was his property and he is its owner.

2. LITERATURE REVIEW:

Visionary leadership, Goleman spoke of it as having long-term goals that would push the foundation forward. A table will be drawn up on leadership styles, including the visionary leadership of Goleman.

THE SIX LEADERSHIP STYLES (GOLEMAN)

	Commanding	Visionary	Affiliative	Democratic	Pacesetting	Coaching
The leader's modus operandi	Demands immediate compliance	Mobilizes people toward a vision	Creates harmony and builds emotional bonds	Forges consensus through participation	Sets high standards for performance	Develops people for the future
The style in a phase	"Do what I tell you"	"Come with me"	"People come first"	"What do you think?"	"Do as I do, now"	"Try this"
Underlying emotional intelligence competencies	Drive to achieve, initiative, self-control	Self-confidence, empathy, change catalyst	Empathy, building relationships, communication	Collaboration, team leadership, communication	Conscientiousness, drive to achieve, initiative	Developing others, empathy, self-awareness
When the style works best	In a crisis, to kick start a turnaround, or with problem employees	When changes require a new vision, or when a clear direction is needed	To heal rifts in a team or to motivate people during stressful circumstances	To build buy-in or consensus, or to get input from valuable employees	To get quick results from a highly motivated and competent team	To help an employee improve performance or develop long-term strengths
Overall impact on climate	Negative	Most strongly positive	Positive	Positive	Negative	Positive

Goleman, Daniel, "Leadership that Gets Results" Harvard Business Review. March-April 2000 p. 82-83.

The term leadership of the vision is attributed to Goleman, who knew it in 2002 as we mentioned it. The attributes of vision leadership have been studied in depth by Bernard M Bass. Goleman also developed in writing the fully conceptual "New Leaders: Transforming the Art of Leadership".

To be a good visionary leader, you must possess some skills, and we will mention some of them:

A) They have strategic insight:

This method identifies for you the challenges your team faces and what effective ways to deal with the situation now and in the future.

B) They display good emotional intelligence qualities:

You gain strength by understanding the emotions of others, and you can influence them.

C) They are fully focused on the journey and the goal:

In order to reach your goal, you must embark on a journey to reach it, and this journey is full of dangers, tasks, projects and others that require flexibility in solving them to reach the final goal.

D) They encourage and engage others on the journey:

The leader who has a vision, in order to reach satisfactory results, must motivate, support and motivate others so that the vision is capable of being fulfilled.

E) They have empathy and compassion:

You must build compassion and compassion by pushing employees toward a goal in order to become a visionary leader.

F) They are able to communicate the vision and mission clearly and effectively:

Your vision should be engaging, inspiring, and motivating to propel your team forward, and through your good success you get their support for you.

G) They have innovative and creative ideas:

You must develop a thinking and innovation mindset, in order to be truly creative and visionary.

H) They have a collaborative nature:

An employee's skills are related to the collaboration that develops both goals and objectives , "Collaboration means synergizing the relationships you have and creating opportunities for others to show their best work and attitude." . These components help a visionary leader and complement each other towards success and achievement.

If we ask ourselves why would we need a visionary leader in our companies or organizations? Here are some reasons that might explain this:

A) It creates trust in followers and other leaders alike:

A visionary leader may prove to be right about an event and that the vision has been fulfilled in the past. Here the confidence in the future is assumed and the decision will be made.

B) They are able to see beyond a hazy present:

When disaster strikes now, other leaders deal with their current situation and try to survive. As for the visionary leader, he has a long-term view, and this is not a problem for him to envision the future, and the fog disappears until the final goal can be seen clearly.

Whatever the importance of wise leadership, it is like any leadership, it has its advantages and disadvantages, and we will mention some of them:

Visionary leadership pros:

- A) With teams, they build positive interactions, creativity and thinking, and focus on the future.
- B) The future of work gives a clear picture.
- C) An inspiration for people who want to advance.
- D) Before making any decision, the risks and consequences involved are studied.
- E) They are people with a creative mind.

Visionary leadership cons:

- A) The vision may be related to the leader's personal identity. If he leaves, a defect in the vision may occur and his personality becomes more important than the vision.
- B) A vision may mask good and excellent ideas because they have become comprehensive.
- C) Those looking to the future may lose focus on current challenges.

Motivation can be defined as “the extent to which persistent effort is directed toward a goal ” (Campbell, Dunnette, Lawler & Weick) . Motivations fall into two external motivation types, such as job benefits, salary, or supervision. intrinsic motivation is the employee's relationship to the assigned task. We'll take some motivational theories and not go deep into them, and we'll get started by Maslow's Hierarchy of Needs . The theory is that people have five needs in order from most urgent and addressed to most satisfying in a hierarchical manner. It is:

- A) Physiological needs:
Like basic human needs such as water, food, clothing, money and a home, they are very basic.
- B) Safety needs:
Such as stability, safety, regulated environment, retirement and insurance so job security can be accessed.
- C) Relationship needs:
Like affection, friendship and social relationship. If the employees' relationship is excellent with each other, then the employee will invest his effort and time in this company and he will not leave it.
- D) Esteem needs:
Such as trust, appreciation, competence, and independence. Some people's needs are more important than money.
- E) Self-actualization:

This area is difficult to explain and complex because it depends on the nature of the person himself and varies from person to person according to their abilities.

Alderfer's ERG Theory, developed by Clayton Alderfer, it relies on three basic needs of existence, relatedness, and growth (ERG) and is supportive in many ways in Maslow's theory. Existence needs:

- A) It is satisfied by means of conditions and money, and is in accordance with the physiological and safety needs identified by Maslow.
- B) Relatedness needs:
This is done through interaction, communication and exchange with other individuals, and depends on the feedback from members of the organization, and includes honest feedback, advice and guidance.
- C) Growth needs:
It includes a strong personal engagement that fully utilizes our abilities, creativity and skills linked to Maslow's self-actualization.

McClelland's Theory of Needs, the psychologist David McClelland asserts that a person's personality, if it is acquired, remains unchanged. He does not consider them to be hierarchical and more concerned with the behavioral consequences of need, namely the need for achievement, the need for affiliation, and the need for power.

- A) Need for achievement:
Employees want challenging, well-performing tasks and can take personal responsibility for successful results.
- B) Need for affiliation:
They are people who want to form friendly, compatible relationships and social relationships that help satisfy needs.
- C) Need for power:
They are people who influence others and make an impression on those with whom they interact, and this need corresponds to the needs of Maslow's appreciation for her use of power and attractiveness.

3.METHODOLOGY:

This research mainly focuses on providing a review of visionary and motivated leader. We started the research process with a general definition of leadership and its types in a nutshell, and focused on the visionary leader and the needs and theories of both Maslow's, Alderfer's, McClelland's by summarizing and compiling scientific articles.

4.RESULT AND DISCUSSION:

This research presented the usefulness and types of stimuli and their impact on workers at work. We showed the important needs of people in Maslow's, Alderfer's, McClelland's and we explained how a Visionary leadership should be his characteristics, abilities, positives and negatives that he follows, and he shows us the importance of a Visionary leadership and beauty from their connection with each other. In conclusion, we mention some of the personalities that appeared in the past and the present who will continue with us in the future, and this is all behind the Visionary leadership. And from them Andrew Carnegie, Steve Jobs, Alexander the Great and Elon Musk

5.REFERENCES:

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- Dr. Sarah Adel Slides (1-3-4-8)