

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 9 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 المجالات 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

Localization of Manpower in Alfannar ceramic factory

Introduction : Project leadership is the art and science of leading a team or group of teams towards for positive result and successful delivery of project goals . It ensures that together, the team accomplishes more than they could as individuals because project leadership brings people together to achieve a specific goal, The role of leadership in project management encompasses a wide range of activities, including effective planning, task coordination, overseeing projects, inspiring team members, and making decisions vital to setting up a plan of action for project implementation. In this big project we shall have a professional leader who has good experience in project leadership with effective leadership style, Our operation executive manager Mr. M.M. Jayarao who's leading this project is a coaching leader with high motivation skills which is highly required especially most of the new man power is new graduates The reazone why we need Coaching Leadership Style is because of The primary objective of the coaching leadership style is the long-term professional development of others. It connects what a person wants with the organization's goals (Goleman et al., 2002, p. 55). This style helps team members identify their unique strengths and weaknesses and encourages them to establish development goals. Moreover, It reaches understanding with team member's functional managers in their development. This style provides ongoing instruction as well as feedback and may trade off immediate standards of performance for long-term development. This style is utilized best when team members can acknowledge and accept the feedback and are motivated to take action. Leaders with Coaching style are good at delegating and giving team members challenging assignments that stretch and train them, rather than tasks that simply get the job done. It works best with people who show initiative and want more professional

development.as well as motivation skills is highly required here because Leaders with motivation skill are always inspire their people simply in the way they work with them in setting goals, making meaningful contributions, recognizing their efforts, always encouraging the team to deliver the best work that they can which is the definition of motivation skill as intrinsic motivator using exploration way for the best motivation outcome.

Literature Review and Conceptual framework:

I conducted my research based on relevant researches to the topic and I made conceptual basis previous studies that highlights the importance of coaching leader style and the relation between this style and motivation skill , Hersey and Blanchard's (1996) situational leadership I model identifies four basic leadership styles: directing, selling, participating and delegating. The situational leadership I model subsequently evolved to the situational leadership II model, in which the leadership styles are coaching, delegating, supporting, and directing (Blanchard, 2007). Coaching is particularly effective when the employee lacks the necessary skills and knowledge and when commitment and motivation are low. It is based on two-way communication (Blanchard, 2007): The manager praises and supports employees so that they can develop self-confidence, initiative, and commitment to do the job, while also challenging employees to ask questions, make suggestions and learn from the process , Moreover these reference give me a strong basis to write start a comprehensive research describing a leadership case in our organization .

Methodology: In Alfannar ceramic factory there are six main department which they are BPS (body Peroration section) , Press , Production lines , kiln , sorting line and quality department , Moreover , as long as all managers of the previous department except the quality control dep. are reporting to the operation executive manager and all the new manpower are distributed to all department , First I used to have meetings with department managers to collect their feedback and after that I will sit with each team from all sections to make a cross check and to rise up the accuracy of the collected data , after that I will send to all of them a survey form for the same for final cross check by

using email as we have company emails and also using Microsoft teams to have a group meeting for the same .

Results and Discussion:

As conclusion of the project result upon what I have made of close and deep study in the factory I came up with clear result of adapting the new comer to the concerned department , Moreover , I found out that in BPS Department new comer are trying their best to involve there though the work nature is very tough and sometimes once they admit to work they ask to transfer to another department , In the Press department things are better and people start to operate press operation lines , In production lines new local team are easily involving due to the smooth work in the line there , Nevertheless . In Kiln department which is the firing stage of the ceramic and the temperature there is very high especially in kiln exit , we found kiln management loosing the track with people who assigned in the high temperature zones , In sorting line and quality control department new comer are easily involving there since these department are dealing mostly with out put and using quality and sorting machines for the same . In the end the project in total seems to be more than success in its first stages though my recommendation to all concerned department that they have to consider to start the technical work gradually especially because most of the new comer are young and fresh graduates as well as the location of the work to meet the project goals and make healthy work environment and apply the continous follow up using the same project manager coaching style and always motivate them by daily basis .

References:

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- Locke, E. (1996), "Motivation through conscious goal setting" , Applied and Preventive Psychology, Vol. 5 No. 2, pp. 117-124.
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- Goleman, D., Boyatzis, R., & McKee, A. (2002). The emotional reality of teams. Journal of Organizational Excellence, 21(2), 55-65.

