

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 ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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. (اختياري).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

The Impact of Leadership Skills on Project Success: A Case Saudi Telecom Company (STC)

Problem of the study:

Organizations in all sectors, especially telecommunications organizations, including (STC), seek excellence and development to achieve their goals in light of information technology and intense competition locally and globally, and this has been evident in recent times in our societies through the tremendous development of those organizations that have acquired the highest modern technologies at the global level. Leadership styles are a factor that directly affects organizations and their achievement of their goals. The leaderships are the ones who draw, define and monitor the implementation of the organizations' plans. The problem of the study is that the (STC) faces great pressures, represented in the demands for continuous improvement, in light of the great developments and the great trend towards communication technology in light of distance work and education, which resulted in large commitments to reach the highest level of service quality. That development must be consistent with the development of leadership styles to achieve what they aspire to, as the leadership styles differ among themselves by the nature of their positive or negative impact on organizations and their development plans.

Thus, the study problem lies in determining the Impact of Leadership Skills on Project Success in Saudi Telecom Company (STC).

The Problem of the study could be determined in the following questions:

1. Do Saudi Telecom Company (STC) leaders have an effective leadership skills?

2. How successful is Saudi Telecom Company (STC) in providing quality services?
3. What is the Impact of Leadership Skills on (STC) Success?

Research Aim, and Objectives:

The study aims to measure the impact of leadership skills on project success in Saudi telecom company (STC), and it seeks to achieve the following objectives:

1. To identify if Saudi Telecom Company (STC) leaders have an effective leadership skills.
2. To measure the Impact of Leadership Skills on (STC) Success?
3. To identify common leadership patterns among managers at t Saudi telecom company (STC).
4. To focus on the most important features that should be existed at these leaders.
5. Obtaining a set of findings and recommendations that may help administrative leaders to improve their work efficiency by adopting the best leadership patterns.

Literature Review and Conceptual framework:

Many articles and academic literature talked about leadership and its various styles. Therefore, it is extremely important to first know what constitutes leadership. This gives some answers to many of the questions that exist about driving. One of the best leadership definitions is the ability to inspire confidence and support among members of an organization who need to achieve organizational goals. In addition, leadership is defined as the relationship of influence between leaders and followers who intend to make real changes that reflect their common goals (Mostashari, 2009).

Also, Kort (2008) believes that leadership is "the main dynamic force that motivates and coordinates the organization in achieving its goals. In addition, we must note that we

can find leadership at all levels of positions in organizations and that they are not only committed to senior positions." However, many scholars do not believe in the differences in the interpretation of the definition of leadership. Most of these scientists say the same thing about leadership and even its characteristics. "Leadership is about one person (the leader) getting others (followers) to do something. Definitions differ only in detail about the roles of leaders in practical circles" (Kort, 2008).

The leadership role in the organization is crucial in terms of creating a vision, mission, setting and setting goals, and designing strategies, policies, and methods to achieve organizational goals effectively and efficiently along with directing and coordinating organizational efforts and activities. Quality driving is essential to achieving mission and vision as well as dealing with changes that occur in the external environment. Currently, many companies face problems related to unethical practices, high turnover, poor financial performance, etc. This may be due to a lack of effective leadership. The main goal of many companies is to achieve their stated goals; therefore, effective leaders are needed to coordinate and motivate employees (Al Khajeh, 2018).

Leadership styles:

The administrative leadership is affected by many variables. It shows the movement of the official interaction of the individual through his influence on the subordination of his subordinates to the right of the official authority he possesses. Leadership styles are divided into 4 main styles: autocratic leadership, democratic leadership, chaotic leadership, and unguided leadership (Essa, 2018).

In autocratic leadership, the leader is the only determinant of what is taking place: his main contact with his subordinate occurs when he gives them instructions. It is a very popular style among the subordinate who leads the manager and is still used worldwide. This style mainly comes for many leaders and brings many benefits, so many managers start driving with this method and try to improve it when continuing their development. The style is used when leaders inform their employees of what they want to do and how they want to achieve it, without being advised by their followers. Excessive use of power will reduce long-term productivity in the academic library. This style was implemented through fear and this style of leadership tells workers what to do and how to do it (Kalu Dolly & Okpokwasili Nonyelum, 2018).

The literature on democratic leadership focuses on the benefits of democratic leadership as well as its drawbacks. If the situations are unclear or the operations are under a specific time limit, there may be some type of communication failure that causes incomplete tasks. On the other hand, this type of leadership needs qualified staff to gain efficient decision-making. Likewise, employee satisfaction is mostly due to the level of participant determined by the leader's initiative. On the contrary, democratic leadership is suitable for many organizations that have an effective communication network to help contribute. In general, democratic leadership is more comfortable than groups suffering authoritarian leadership because of the analytical integrity of their research (Ince, 2018).

Previous Studies:

Study done by Akhwaba, J. K. (2020). Titled **Leadership Skills, Stakeholder Management, Project Scope and Execution of Fibre Optic Infrastructure in Nairobi County, Kenya**

The main purpose of this study was to investigate the influence of leadership skills, stakeholder management and project scope on execution of fibre optic infrastructure in Nairobi County in Kenya. The study adopted the pragmatism paradigm, with a cross-sectional survey design. Census was used to select 187 respondents from a target population of 187 functional members of staff in mobile telecommunication and internet service companies. A questionnaire was used to collect quantitative data while qualitative data was collected using interview guide. The study used summary statistics to analyze descriptive data. The study reached that leadership skills have a significant positive influence on execution of fibre optic infrastructure. stakeholder management has significant influence on execution of fibre optic infrastructure. Project scope has significant influence on execution of fibre optic infrastructure. Leadership skills and stakeholder management, acting together, have significant influence on execution of fibre optic infrastructure. Hence, the study recommended that companies should develop coaching, mentoring and training programs to improve leadership skills of project leaders.

Methodology:

The research depends on qualitative method through gathering information. The researcher depends on informal technique to collect primary data, which is in depth interviews, with (3) Leaders in Saudi Telecom Company (STC). In order to have a good understanding about the objectives for the study.

Results:

1. The study reaches that leader skills improves the efficiency of the company.
2. The leaders have the skills to motivate employees by taking their opinions into account in decisions.
3. The leaders trust their subordinates.
4. The leaders have the skills to control his employees.
5. The leaders motivate subordinates by making them as one team with him.
6. The leaders usually care about the humanity side in treating employees.
7. The leaders using a different leadership style.
8. The leaders have the skills of sharing decisions, caring, work team.

References:

- Al Khajeh, E. (2018). Impact of leadership styles on organizational performance. **Journal of Human Resources Management Research**, 2018, 1-10.
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