

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 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**

1. Introduction:

I work as a Project Engineer in a project management team (PMT). Me and my team, we are handling an Increment of Gas and Oil Separation Plant facilities. Our project is a huge project that required big WBS (work breakdown structure). Total workforce around 79 engineers. Its structure Project manager, senior project engineer. Lead project engineers then project Engineer which I am one of them. The unique about our project is that it is divided into many packages and each group coordinated and responsible about their scopes. Since, our project started a year and a half ago, we achieved milestones on time. Even though, our contractor is poor and it hasn't good experience in gas and oil industry, we are continuing to be successful in objectives that planned in earlier phases of the project. All that because we have a great senior project Engineer, Mr. Haitham Gatan, I see in him all the skills and traits of great leadership. Mr. The gate is using transformation leadership style including some characters from different style base on who and when, he doubted with. In this research I will give some examples that made him a great leadership in our organization. Also I will discuss and clarify how he is good in team management (team structures, team development stages and team needs).

2. Literature Review and Conceptual framework:

2.1 Team Structures

The most high and low level of team conflict related and combines to relation conflict and process conflict. There are eight cases of team conflict structures. Some reasons is that involve both empirical constraints and theory so not all eight structures seem similar. What showed in meta-analytic work is that the PC and PR are accurate at high magnitudes. Basically, it is not expected, they diverged greatly from each other across profiles despite support for discriminant validity and differential prediction. (Thomas A. O'Neill, 2015)

2.2 Team Development

There is no certainty that a team based on organizing structure only, can achieve or come out with positive outcomes in the future; even is not enough for any team. The team must be founded, supported and developed all time. The goal of the study was to examine if a team building program, led by consultants, contributed to team development among 20 experimental groups compared to another 22 group in Swedish state authority. One of the most common types of intervention regarding group development is team building that influence of which is analyzed in the same study. The team building has provided benefits which some conditions have been questioned due to serious limitations pertaining to methods and selection. (Christian Jacobsson*, 2017)

2.3 Team Needs

The work engagement between employees can be highly valuable and quality that would affect positively on employees and workplace. It is connected to employee well-being as well as individual, team and organizational performance. Also, it relates to the advancement of the career of the employee that increased employability. Inventing or associate in worker engagement, will come back with higher interest of the organization and the employee. Leaders are playing the main role to increase and reduce of work engagement of subordinates. Engaging of leadership was positively related to work engagement and they have an impact on different team processes as well. (Wouter Robijn and Martin C. Euwema KU Leuven, 2020)

3. Methodology:

This research approach method adopted in this paper is a qualitative approach. Qualitative researchers in general are best for describing, interpreting, contextualizing, and gaining in-depth insight into specific concepts or phenomena. This paper or study has specific concepts of supports theories that apply on choosing leadership to determine good technics used in our project through the leader. The theoretical points of this paper address the skills and theories that will manage the teams in different work environments. Chosen three points that will create a good and successful team through

any project. All data collected from previous studies and online articles which support the paper goals. Some article published by universities and international organization that discuss team structure and team developments.

4. Results and Discussion:

4.1 Team Structures

Most actions and conflict in any organized team happens due to lack of good team structure. According to Thomas A. O'Neill, the most high and low level of team conflict are related to relation conflict and process conflict. Mr. Gatan is a good leader by analysing his team and understood their abilities and capacities, he built a good team structure based on individual strength and weakness. For example, based on experience or personality of each person, he knows if this person fits in the assignment or not. He make his way of investigation and testing. He believed all team members are hard working but they need a good environment and good leads who will appreciate their work. He respected the team breakdown structure and all practices will make the work goes smoothly with success.

4.2 Team Development

The most important tool that would increase the team's outcomes and success is training and developing. According to Christian Jacobsson, Team must be founded, supported and developed all time. The development team can achieve or come out with a positive outcome in the future. Mr. Gatan always following up with our training matrix for the entire team in each month. Our company developed e-learning system that has many online courses and many in-class courses that all team members have to register to attend which is required to meet the number of yearly training matrix for each person that planned by the organization. Each department need to achieve a minimum percentage of team development that would effect on department KPI.

4.3 Team Needs

The enjoyment of team work related to employee well-being which will get back with highly valuable and good quality work. According to Wouter Robin and Martin C. Euwema KU Leuven, the good environment would affect positively on employers and work place. It connected to employee well-being as well as individual, team and organizational performance. Mr. Gatan enjoy our team in some gathering and events that we don't allow to discuss anything relate to work. Sometimes, we meet at a coffee shop and we discuss about general subjects in our lives. When someone need a help or support, he gives more than what we need. For example, I had done the surgery, he immediately, told me if you need anything I can help, me to your colleagues ready to do. Once weekly, he called to make sure, I am fine and he told me if need more rest; doesn't work. Sometime. He gives us a speech that motivated us as a team and give us the feeling that we need to obey to him extremely became of his attitude and fully support. Wuhan, one of us make a mistake, he doesn't talk to us directly, but he passes the message that he wants to deliver by his voice engineer.

In conclusion, I feel luck working in my organization because of all benefits and employee well-being that made good enviroment for me and my colleagues. Mr. Garden and our organization provided the good team structure by dividing the work and assignment equally to our team and over us the best option. They prepared for us a good training plan that we have to follow and completed with plentiful time to complete. With all these benefits I will devote my career life to serve my boss and our organization.

References

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