

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**

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

THE IMPACT OF LEADERSHIP SKILLS MOTIVATION ON PROJECT SUCCESS

Introduction:

I would like to talk about Motivation, and how it has a great impact on the project and individuals though explaining my experience with two leaders in the same company.

Leader X was in the Group level and my direct manager, and I worked with him in the Finance Department, he was a centralized decision maker and limited participation. He made the members feel stressed due to high expectations with low support.

Leader Y, who works in the field of media joined the same group; I was temporarily transferred to work with them on financial reports for six months.

Mr. X used inspiring words similar to the quotes that the writer (Joel Schwartzberg) had mentioned in his article (Find the right words to inspire your team):

Enable “Asma, I will enable you to make a decision”

Prevent “lets prevent any customer complaints”

Accomplish “we will accomplish the business goals” (1)

Leadership styles:

- Mr. X's style was **Authoritarian Leadership**, he was centralizing decision making, and limiting participation, and he most often made decisions on his own without discussing it with the team.
 - Mr. Y's his style was **Coaching Leadership Style**, he was a great mentor who also has a remarkable ability to instruct and train people. He had the qualities of a coach, an example:

Teaching and supervising the team, motivates, inspires and encourages followers.

- On a personal level, I see myself between two different style: **Autocratic Leadership** and **Coaching Style**. Autocratic because I take all the responsibility, I focused on the target and I like to make decisions on my own. Coaching style because I am interested in the development of the team by training them in all the work so that we can easily reach the goal quickly and I need the team that works with me has all the necessary information so that the work does not be disrupted because of absence one of the team members. I think that these different types of leadership methods have contributed effectively to achieving goals and success in the field of work.

Literature Review and Conceptual framework:

Defining leadership:

- ❖ Leadership is the ability to get participants in an organization to focus their attention on the problems that the leader considers significant. This article identifies three functions of leadership—organizational, interpersonal, and decisional. It relates these functions to the task of attention focus and enumerates the ways in which leaders can focus the attention of participants (3)

Richard M. Cyert

- ❖ The challenges of leadership effectiveness:

Dr. Schmitz breaks the challenges of effective leadership down into four categories:

1. Development of managerial effectiveness
2. Inspiration and motivation of the workforce
3. Developing employees and the rise of “servant-leadership”
4. Leading a team (4)

- ❖ Leadership effectiveness is fundamentally the practice of the following principles:

1. Build a collective vision, mission, and set of values that help people focus on their contributions and bring out their best.

2. Establish a fearless communication environment that encourages accurate and honest feedback and self-disclosure.
3. Make information readily available
4. Establish trust, respect, and peer-based behavior as the norm.
5. Be inclusive and patient, show concern for each person.
6. Demonstrate resourcefulness and the willingness to learn.
7. Create an environment that stimulates extraordinary performance “(5)

Methodology:

- As Hellriegel Slocum in his book:” MANAGAMNT” explained the individual differences:

Need, values, attitude.

Mr. X was not concerned with employees need used the de-motivation method by not encouraging the employees, not training them, not helping them to develop their skills, He did not give my work and performance any values, he did not care about the evaluations of the employees at the end of the year, as everyone does not get any bonus and the result was weak productivity and resignations were also many in his management.

Mr. Y was supportive of every detail, he was much more interested in my development and to enable us to perform highly. “Effective managers do not view authority as a source of personal superiority or primarily as a means of satisfying personal need. Instead, consider it a tool for helping other accomplish something worthwhile. In short, they use authority to do useful work, not to serve their own end.” Linda hill (2)

Mr. Y had a clear vision of the Organisation and shared it with all of us. Ensuring that all our goals were attached to it. He also ensured that worked in a healthy and exciting atmosphere and had away days for the team to better mingle with each other.

Mr. Y was caring about his team and training them and supporting them, giving them full confidence, and exchanging information with. He was also incentivizing the team using

a monthly commission if the monthly goal was achieved. His employees, including myself, became one of the most efficient in the administration in terms of performance, attendance, and interaction at work. "Motivation is any influence that brings out, directs, or maintains people's goal-directed behavior." (6)

So, the attitude of Mr. Y was amazingly effective and positive unlike Mr. X his attitude was negative.

Results and Discussion:

During the six months that I worked with Mr. Y, my skills in writing financial reports improved, my spirits increased a lot, and my enthusiasm for work increased.

Unlike what I did with Mr. X, I used to feel very frustrated with my work and lack of achievement.

Motivation is extremely important, as team leader X, frustrated the team, their lack of development and their lack of confidence in their work.

While leader Y, developed the skills of the team he worked with, and his style was motivated by giving them confidence, training, sharing decisions, and incentive for their monthly performance.

The Organization of Mr. Y was known to be one that achieved the goals and, in some cases, exceeded them. It was also an organization that multiple employees wanted to move to as it had an incredibly positive energy and people were able to develop making it one of the best Leadership that I was involved in. "The goal of the methodology is to bring to organizations a unique competence such that all participants, at all levels, develop a shared ownership of, and commitment to fulfilling the business objectives of the enterprise.

The objective is for people to move beyond mere compliance to an authentic accountability for realizing the organization's vision and goals, transforming people who are merely doing their jobs into leaders who are a force for their company's success and their own sense of satisfaction and fulfillment (McCarl et al, 1999) (7)

References:

- (1) Find the right words to inspire your team by Joel Schwartzberg – published on HBR.org / April 13 2021
- (2) (BEING THE BOSS) By LINDA A . HILL / KENT LINEBACK
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- (5) Cooper, James Fenimore., and John Nirenberg. "Leadership Effectiveness." Encyclopedia of Leadership. Ed. . Thousand Oaks, CA: SAGE, 2004. 845-54. SAGE
- (6) MANAGEMENT By Hellriegel Slocum – seventh edition
- (7) McCarl, SR, Zaffron, S, Nielsen, J, and Kennedy, SL 1999. The Promise of philosophy: The Landmark Forum, paper presented at Annual Meeting American Political Sci Assoc, Atlanta, Ga.

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