

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 Important of Different Skills for success AMIC TOHO Yanbu Project

1.1 Introduction

Leadership is not only a word; it is very deep meaning for the goal achievement way through leaders. Several styles are listed by a long of research that believed it is efficient for explain it. A lot of scientists did a great effort to study this science and list the disadvantages and advantages of each style. By the time we saw these styles correct and comply with our work environment especially the large and professional companies.

The best and professional company usually spend a lot to train and gives their employees good courses for leadership. This kind of training will enhance the employees to deal with each other smooth and much better with their team. With this smoothness will be able to gain all the great work with less time.

Each leader must understand all styles and what is the situation that can be used in it. Also, he should know the disadvantages and disadvantages of it. Leadership style is two side gun, even you gain all the benefit from the team or you might lose everything.

2.1 Leadership Styles

For the leadership style today, I will list all leadership styles and the first four which are used in this project will be listed in the beginning:

2.1.1 Visionary Style.

This style used if we have a bright and shining goal everyone needs it. Opportunity is the golden achievement for a leader, and he should motivate and guide his team to reach the sky for it. Moving this vision to real action must take place because vision meaningless if not followed by action.

2.1.2 Autocratic Style.

Autocratic leaders usually manage and control all the decision and take very little input from the team or the other employees. They take an action according to their experience and believes and not taking any suggestion or advice from others. This type of leadership is effective on the organization that need quick decision or response.

2.1.3 Laissez-Faire Style

Delegation style used to depend on the situation, and it's known as freedom style. It gives the team to take the decision freely and give them space for improvement. Leaders are supporting their team instead of taking an action usually. The key point for this style is a leader must be sure that his team responsible enough and he trust them. Once these two points are available the team ready for this style and success will be aligned with the team.

2.1.4 Affiliative Style

“People First” is the base of this style and after this productivity comes. The affiliative style tends to solve any conflict in the team to create an effective team.

It gives great morale for employees and freedom to express their opinion: moreover, build a trusted team. This kind of belief style will be the guide if any crisis occurred.

2.1.5 Democratic Style

The decision usually from its name taken based on each team member input. This style is the most effective leadership style because it gives the lower employee the chance to enroll his opinion or practice the authority. Moreover, it gives the employees ideas for the decision how it is taken through a board member.

2.1.6 Pacesetting Style

Moving toward the valuable goal with high pace and high quality. It is when as a leader set a rhythm for your team and high demand for their performance. High skills required for the team and manager to reach the goals quickly.

2.1.7 Coaching Style

Bringing out the best from the team and focus to improve and achieve by guidance through goals and obstacles. This is the opposite leadership style of the Autocratic style. Leaders by this style create a positive workplace and all of the team encourage and follow the leader to improve skills and reach to goal same time.

2.2 Leaders Style and Research Effectiveness

In my company actually, I have my team leader and the manager, each one of them has a different style and these styles are affected directly to our team. I am sure this harmony gives us great advantages to achieves the company goals. The manager has two styles which are visionary and sometimes autocratic style. My team leader has the affiliative laissez-faire style.

This kind of harmony enhanced us to do more effort because most of the time we follow our manager instruction under the cover of our team leader because he is affiliative and delegate. By these styles, we reach any goal very easy.

By this research, I reach the point and the relation in my company for the leadership recipe. This research allows me also to know the benefit of different style and what is gain to any organization.

3.1 Literature Review

According to different styles and good harmony, many studies raised related to this matter to approve the good organization or strong structure of the team. Based on this study and real example the outcome was impressive. Some project company tries to keep the same strong team for all projects or program cycle for easy success. Each leadership style is unique with the support of communication, motivation, and all remaining skills. The job performance will appear based on each leadership style aligned with the team.

4.1 Methodology

For the research, the qualitative way is the most common. Hereby using the old studies and material for the university. Moreover, interviews and Questionary method applied to take the best result.

5.1 Result and Discussion

As a result, we found this harmony give us a great team for several reasons will be listed below:

- The manager with the autocratic style gives instruction to achieve the organization goal with poor moral communication to the team leader. Usually, this attitude appears when deviation from goal achievement occurred.
- The manager tends to be visionary when all task or plans are aligned with the actual result.
- The team leader coordinates all task with affiliative style if he noticed his manager changed to autocratic. By this two styles team leader put himself in huge pressure and tension, On the other hand, his subordinates work very motivated and achieve goal smoothly according to the manager request. Team leader relies on good communication and motivation verbally so that kind of recognition made the strong and respective team.
- Once the manager already achieves goals team leader changed to a laissez-faire style to make a good environment and freedom for his team.

At the end, this organization achieve goals, and this is a good advantage from the leadership styles. Some time for sure if the leaders don't have enough skills with a different style might not succeed but some time for our example it was functionally and work well.

6.1 References

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- [Taskworld - What is Pacesetting Leadership? 4 Real-World Examples](https://www.taskworld.com/what-is-pacesetting-leadership-4-real-world-examples/)