

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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. (خيارية).

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

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

Introduction

The topic of leadership has received great attention from researchers because of the role that the human element plays in the organization, which stems from the responsibility of the leader in achieving integration between the organizational and human aspects to achieve effectiveness and reach goals. Whereas, the ultimate goal of the leader is to achieve a realistic vision through a specific pattern of behavior within the framework of the goals he faces.

Keeping pace with surrounding variables and employing them to serve the organization and highlighting the importance of leadership through the role that the leader plays in the organizational side, by highlighting his ability to coordinate the activities and efforts of employees and direct them, and through this process coordination, the principal manager can find useful behavior among the employees.

And direct all their efforts by placing the right employee in the right job, and assigning responsibilities to the organization's departments and workers.

Selected skill (Democratic Leadership):

Our organization (Contracting Office) in general has also enjoyed the skill of democratic leadership, where the style of democratic leadership is leadership that depends on healthy human relations between the leader and his subordinate, where the leader here participates, cooperates and exchanges views with the group to which he belongs. works with.

In addition, every family has a shepherd who is responsible for its herd, manages its affairs and assumes a leader, always striving for prosperity and happiness and striving to fulfill their aspirations. Each group has a leader who works in his interest and directs it towards achieving its goals, provided that these goals do not conflict with the public interest, and leadership is a social phenomenon that arises. In the nature of human society, wherever there is a group, there is leadership, and there is no ascension to one without the other.

A brief overview of leadership in the company with identifying leadership styles for each leader:

No individual can become a leader without a group. In each group, one or more of them plays a leadership role in it, using all knowledge, skill, effort, will, intelligence and feelings within the limits of his authority to influence the behavior of his group members or to direct their abilities, tendencies and preparations, train them in skills or convince them of opinions and judgments in order to achieve the goal. The foundation of leadership is working with and for the group, helping its members collaborate towards a common goal on which they agree.

Leadership styles for every leader in our organization:

She has partnered with a group of partners in a small company that is setting up a contracting office. Leadership styles within my organization differ for several types due to the presence of many partners within the organization. We will mention some of the most important features of the three:

Patterns within the organization:

Leadership styles within the organization:

Democratic leadership: Human relations between the leader and his subordinates - Participation in decision-making - Delegating authority by transferring some powers to his subordinates.

Relaxed driving: Giving the leader the most freedom to his subordinates - delegating authority to the widest range - following an open door policy in communications

Anarchist leadership: Anarchist dictatorship - it is called absolute freedom or non-interference leadership, as in this type of leadership there is absolute freedom for individual team members to plan work, and how to set goals.

Effectiveness of the selected skill (democratic leadership) in leading the institution:

Democratic leadership: where it is called persuasive leadership, and the coach engages the members of the work team by drawing plans and basics for the work team, making decisions, setting team goals and discussing them, and the leader encourages the team. Members help and guide them during their discussions, as it leaves the freedom to the group in how to distribute work and tasks between individuals and the work team, where its judgment on matters is objective and encourages self-criticism, and in this type of leadership in organizing the individual's freedom to choose the work team, and the work he wishes to do With him in light of his capabilities, inclinations and desires to work in the organization, and also for his leader the freedom to provide solutions to important issues in a work team.

Research goal:

- 1- Access to the relationship between leadership and employees in the organization.
- 2- Show the reality of leadership and its impact on workflow.

Leiterate overview :

Some leadership styles with the same leadership styles in the organization:

Study: Bahtiya Amal (2016) entitled: Administrative leadership and communication in an institution (a case study in an institution).

The importance of the study stems from the importance of administrative leadership and its relationship to communication between managers of organizations, as communication has become a major role and an effective means in helping heads and administrative leaders in managing the organization through effective accreditation. Telecommunications. And leadership style to achieve the goals of the organization.

Study: Bahtat Amal (2016) deals with the styles and styles of leadership followed by the organization, as the organization has multiple leadership styles as a result of the multiplicity of the organization's partners.

Study: Bhatiyat Amal (2016) deals with leadership, including the chosen skill, which is democratic leadership, in the practical application of a specific institution characterized by several partners, and each partner has a style other than the other.

methodology:

Building a strategy for selecting leadership skills and their impact on work, aiming to identify leadership styles and classify them according to their impact and likelihood of occurrence to ensure that decisions are taken that would contribute to raising work efficiency.

Tools used that serve the research:

1. The division of labor structure, where we explained the tasks of each leader in the organization.
2. The main line of the project, where we explained the foundations and elements on which the project is based.
3. A plan for managing the communication between each leader and their employees.

Results and discussion:

- 1- A statement of the relationship between leadership and employees in the organization.

Discussion of the first result:

The result showed the relationship that appears between leadership and employees as a result of the multiple leadership strategies in the organization.

- 2- Show the reality of leadership and its impact on workflow.

Discussion of the second finding:

The second result showed the reality of leadership, its impact on workflow, its influence and its contribution to the success of the organization.

Compare results with research objectives:

The results showed that the research objectives had been achieved, and the results supported those objectives.

Do the results support the research objective?

Yes, the results support and document the research objective.

References:

- 1- Salah El-Din Mohamed, "Effective behavior in organizations", without edition, University House, Alexandria, 2004
- 2- Hassan Ahmad, "Building and Evaluating Training Programs", without edition, Al-Shorouk Publishing and Distribution House, Jordan, 2002.
- 3- Fahd Saud Abdul Aziz, "Administrative Communications", 1st ed., Without publisher, 1998

4- Kamil Muhammad, "Organizational Behavior", without edition, Dar Al-Fikr for Publishing, Amman, 2004