

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. (خيارية).

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

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

Phase one Operational Plan for X Hospital

Introduction:

X Hospital passed through different phases of its commission. The COVID-19 pandemic resulted in a significant shift in the plans of operation, including the manpower plan, the scope of service, and the installation and finishing of civil works in some departments (prioritized the ICU areas). There was a lot of accomplishments during 2020 that surpassed the timeline of operation. But there are also areas that were negatively impacted.

This document will cover, in brief, the following:

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1. Mission, Vision and Values

- **Mission**

To provide a high-quality patient-centered and cost-effective healthcare that is evidence-based with high education and training standards.

- **Vision**

To be an accountable care organization in healthcare services.

- **Values**

Respect

Integrity

Compassion

Teamwork.

Innovation

- **Strategic Themes**



2. Timeline and milestones

	<i>Description</i>	<i>Time</i>
1	Approve workforce plan for phases # 1 & 2 (150 and 300 beds)	Oct 12, 20 – Oct 20, 20
1.1	Approve workforce plan for 150 beds	Oct 12, 20 – Oct 15, 20
1.2	Approve workforce plan for 300 beds	October 18, 2020 – October 20, 2020
2	Approve phase #1 operational plan	October 12, 2020 – October 20, 2020
3	Review and update the strategic business plan for phase #1	Nov 01, 2020 – Dec 30, 2020
4	Phase#1: launch 150 beds and expanded OPD	January 01, 2021 – June 30, 2021
4.1	Extend the OPD to 4 wings instead of 2, with the addition of GI, Cardiology, OB/GYN	January 01, 2021 – March 31, 2021
4.2	Commission the endoscopy unit	
4.3	Operate 1 OR for Day Care surgeries	
4.4	Commission the physiotherapy unit	

3. Scope of service

Scope of Clinical Services in X Hospital at 150 Beds	
• Adult Cardiology	• Infectious Disease
• Anesthesia	• Nephrology
• Dermatology	• Neurology
• Endocrine	• OB/GYN
• ENT	• Ophthalmology
• ER	• Orthopedic
• Gastroenterology and Hepatology	• Pulmonology
• General Pediatric	• Radiology
• General Surgery	• Rheumatology

- ICU (Adult Intensive Care, Pediatric and neonatal Intensive Care Unit)
- Laboratory (Clinical Biochemistry, Hematology, hemostasis/coagulation, and limited Microbiology)

4. Man-power plan for the phases of the operation

The Standard of the MOH for employment is governed by the number of beds for each hospital

The MOH standards are as follows;

	Job title	150 Beds
	Consultant	39
	Registrar	54
	Resident	57
	Total	150
	Nursing Specialist	150
	Nursing Technician	225
	Total	375
	Pharmacist	30
Nonphysician	Nonphysician Specialist	123
	Nonphysician Technician	185
	Nonphysician assistant	55
	Admin Staff	111

5. RAID analysis for the project of commissioning X Hospital

Risk	Chances	Impact	Mitigation
A second wave of COVID-19 impact manpower plan	Moderate	Severe	Accelerate the recruitment on available vaccinies
Delay in Catering contract approval from RHD	High	Severe	Close follow up with RHD
Delay in OR final installations	Moderate	High	Operation department to monitor the progress weekly

Assumptions	Criticality	
Budget approval for 150 beds by MOF	Severe	
Final Approval of the Fire Department of Safety plan of D.H	High	

Issues	Priority	Resolution
Delay in ER Re-design and expansion	High	Might not be needed. Commissioning with the ready ER, or minimal expansion
Laundry Services contract not approved	Severe	1. Laundry services to be done externally 2. Follow up with MOH
No IT Contract for long term business in D.H	Moderate	1. MOH for a solution 2. Hospital Budget to cover the contract
No Ambulance cars dedicated to D.H	High	RHD has allocated some Cars to Diriyah
No transport Contract	Moderate	Hospital Budget to cover the contract
Housing size for the nursing	High	Outsourcing the housing
Salary Scale is not competitive in Riyadh city	High	Optaining a Medical City Salary Scale

Dependencies	Criticality	Comment
Continued support from C2	Low	While the support needs to continue, it is unlikely that it will be changed.
Progress in meeting all requirement of the "Hospital Commissioning Checklists" from MOH	High	The baseline assessment was very encouraging

References

- [Developing the Leader Within You - John Maxwell](#)
- [The Tuckman Model - Tuckman Team Development Mode](#)
- [Thomas Kilmann Conflict Mode Instrument](#)
- [HOW TO BE A LEADER - Motivational Speech By Simon Sinek](#)
- [RASCI Matrix on Project Team Responsibilities and Accountabilities](#)