

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 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

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN SUPPORT LEAF HOSPITAL

1. Introduction:

Leadership is the process of leading a group and influencing that group to achieve its goals, leadership is requiring the development of specific and unique soft skills along with the more typical hard skills that were listed in the job description, where the word leadership evokes responsibility, burden, honor, duty, calling and ability.

When such environmental characteristics as uncertainty and volatility increase, there is a greater need for leadership (Krahn, J. & Hartment, 2006). [1]

The importance of leadership consists in creating a vision, motivating others to engage with the vision, managing delivery of the vision, coaching and building a team. Being a leader isn't simply about hitting targets, it's also about projecting right attitude and inspiring others.

The project leader is responsible for communicating with the team members and ensuring that the team remains focused and on track, he is responsible for offering less tangible and more emotional support, fostering a workplace atmosphere for the team.

Intrinsic Motivator, prefer the excitement of new and innovative endeavors, need to feel that their work is beneficial to the causes they care about, personal achievement, problem solving opportunities.

One of the motivational leadership theories is the Maslow's hierarchy of needs, physiological needs, safety needs, social needs, esteem needs, self-actualization.

2. Literature review and framework:

2.1 Leadership:

Project management is different from leadership. (Kumar, V, S, 2009) Leadership skills are not the same as management skills. Strong management skills can be gained through

experience and practice, leadership skills can be learned and leadership qualities can be developed, effective leaders develop new leadership skills to complement those that made them successful as managers. [2]

2.2 Leadership styles:

2.2.1 Affiliative leadership:

Affiliative leadership style where people come first, emotional leadership and promotes positivity, a harmonious workplace and team building, this leadership style focuses on conflict resolution and creating personal connections between employees and their managers to build a sense of community and trust, the type of leadership a manager chooses to affect the emotional, mental and physical health of his team, whether this effect is positive or negative, it's good for teams in need of a morale boost, it reduces work stress and builds trust.

2.2.2 Coaching leadership:

Coaching leadership style involves teaching and supervising followers, coaching leader is highly operational in setting where results require improvement, followers are helped to improve their skills, motivates followers, inspires followers and encourages followers, great mentor, instruct and train, build the skills of others, it's best for the teams who have the desire to succeed and are motivated.

2.2.3 Democratic leadership:

Democratic Leadership style, subordinates are involved in making decisions, it's centered on contributions, he holds final responsibility but is known to delegate authority to other people, depends on the group being cohesive and their feelings being esteemed, relies on the skills and knowledge of team members, produces higher quality work,

- **Methodology:**

The project team of the chosen leader project manager engr. Mohammad Sultan will question if he fulfilled the methods and skills of the three mentioned leadership styles as coaching, affiliative and democratic, also the results of his works will be measured if

the projects he is handling follows planned time, right budget and stakeholders requirements, also stakeholders will be questioned.

- **Results and Discussion:**

The leader chosen at the Support Leaf Hospital Engr. Mohammad Sultan practiced the three mentioned leadership styles, he is an Affiliative leader, Coaching Leader and Democratic Leader, all the details of each leadership styles has been tested on him at the job site where all his team agrees that he build a sense of community and trust that's why he is affiliative, his project team confirmed that he hold responsibility but known to delegate authority that why he is a democratic leader, also he has been tested as coaching leader where the project team confirmed that he is such an inspire which suits the style of the coaching leader.

Engineer Mohammad projects are all in ongoing on time without any delays and most of it was handed over successfully with the approval of the stakeholders.

This shows that Engineer Mohammad really represents the leadership styles he is performing.

References

- [1] Krahn, J, & Hartment, F(2006). Effective project leadership, paper presented at PMI research conference.
- [2] Kumar, V, S, (2009), Essential leadership skills of project managers. Paper presented at PMI.