

Everyone's Smart University

Project(Spring 2021)

Student Name	موسى أحمد محمد سويد	اسم الطالب
Students I.D	2021200013	الرقم الجامعي

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 المجالات 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 on Projects Success in Construction Companies

1 Introduction

Leadership is a concept, which is put into operation by the individuals in their personal and professional lives. In order to implement this concept in an effective and worthwhile manner, the individuals need to acquire an understanding in terms of meaning and significance of leadership. When the understand the meaning and how this concept will prove to be useful to them in carrying out their job duties well and achieve the desired goals, they will put it into operation. The leaders have the main objective of providing knowledge, support and assistance to their subordinates in carrying out their job duties in a well-ordered and regimented manner and achieving the desired goals and objectives. When the leaders are performing their job duties or are working with other individuals, they need to inculcate the traits of morality and ethics and lead to goodwill and well-being. Furthermore, the leaders need to be well-aware in terms of measures and approaches to cope with changes and ensure that they prove to be efficacious, and useful to the members as well as the organization as a whole. Therefore, it can be stated, the individuals in leadership positions need to acquire an efficient understand of this concept, before they perform their job duties. The main areas that are highlighted in this research paper are, leadership and management, functions of leadership, types of leadership, and roles of the leaders (Dr.Radhika Kapur, 2018) .

The skills of the leaders is not limited to formation of an amiable and pleasant environment within the workplace and in directing and guiding the workforce in the right direction towards the attainment of organizational goals, but the roles of the leaders is extended to other areas as well. Within the working environment, when the leaders and employees form good terms and relationships with each other, they even get engaged in pleasant informal conversations with each other. The leaders listen to the personal problems of the employees and give them suggestions. The roles of the leaders are primarily highlighted in terms of the areas (Dr.Radhika Kapur, 2018) .

2.Literature Review and Conceptual framework

2.1 Leadership

2.2 Theory of leadership

Leadership literature reveals that theories have been refined and modified with passage of time and none of the theory is completely irrelevant. As mentioned earlier, relevance depends on the context in that it is applied. The type of leadership applied in functions entailing very high degree of precision, confidence level, sensitivity, care and technical expertise may be different than in simple management-oriented portfolios, as one that does not fit all heads (Dess, & Picken, 2000). It means that situations, contexts, culture, working environment, new laws and regulations, information overload, organizational complexities and psycho-socio developments remarkably impact the leadership concept thereby, making it commensurate to the changing organizational dynamics (Amabile, Schatzel, Moneta & Kramer, 2004).

2.3 Leadership style

2.3.1 Autocratic Leadership

This type of leadership style is effective in the organizations, where the nature of job duties requires the implementation of decision making processes on a frequent basis. The sole responsibility of the decision making processes are vested with the leaders. In accordance to the research studies on this type of leadership, it has been found out that this type of leadership can be detrimental rather than rewarding. The reason being, the members of the organization are not provided with the rights and opportunities to express their needs and desires. Furthermore, it may lead to low employee morale. When the employee morale is low, it is apparent that the employees will not incur the feeling of job satisfaction and depict interest and enthusiasm in the implementation of job duties. Hence, one of the major disadvantages is, this is unhealthy for the overall functioning of the organizations. On the other hand, this type of leadership is helpful in situations, when there is an occurrence of crisis situations. In the case of crisis situations, the leaders will be able to make wise and productive decisions, due to quick decision making abilities. Hence, crisis would get resolved (Definition of Autocratic Leadership, 2020).

2.3.2 Democratic Leadership

The democratic leadership is based on mutual respect. It is often combined with participatory leadership, as it requires the individuals to work in collaboration and integration with each other. The democratic or participatory leadership style places significant responsibility on the leaders and the staff members. This is a fact for all the organizations, i.e. from private enterprises and government agencies to educational institutions and non-profit entities. Participation is regarded as the key to all successful enterprises. This usually includes, attentive constituents in a congressional district, concerned parents of students at a school, active members from the non-profit organization and engaged employees at the prospering organization. In this leadership, the employees are empowered to participate in the decision making processes and participate even in the management and administrative functions. Therefore, it is understood that in this type of leadership, the leaders have number of job duties and responsibilities, which they carry out in collaboration with the other members (What is Democratic/Participative Leadership, 2018).

2.4 Skill (Motivation)

It is comprehensively understood that all the members of the organization need to develop motivation and enthusiasm towards the implementation of their tasks and activities. They need to form positive viewpoints and carry out their job duties well. The leaders are required to develop motivation and interest and enthusiasm among the members in terms of job duties as well as organization as a whole. Motivation is referred to stimulating the mind-sets of the individuals towards work. One of the common ways of motivating the individuals is by giving of rewards and incentives. When the members feel rewards and incentives will prove to be beneficial to them in enriching their career prospects, they will work diligently and conscientiously towards the implementation of their job duties. Therefore, the role of the leaders as motivators is acknowledged in all types of organizations.

2.5 leadership and skill (Motivation)

In the case of democratic leadership, the leader draws ideas and suggestions from the group of members. The other members are provided with the opportunities to express their ideas and perspectives. In other words, the leaders consult others, when they are to make important decisions. The members are encouraged by the leaders to augment creative skills and carrying out their job duties with interest and enthusiasm. When the members are allowed to participate in formulation of plans and policies and express their viewpoints, they form pleasant and amiable terms and relationships with leaders, develop higher employee morale, increase in the feeling of job satisfaction, and reduced dependence on the leaders. **Democratic leadership assures, It is closely related to the skill of motivation and has been identified on several points :**

- 1- Harmonize and match the subordinate needs with the organizational needs. As a leader, the executive must ensure that the business has the same morals and ethics that he seeks in his employees. He should make sure that his subordinates are encouraged and trained in a manner that meets the needs of the business.
- 2- Appreciation and rewards are key motivators that influence a person to achieve a desired goal. Rewarding good/ exceptional behavior with a small token of appreciation, certificate or letter can be a great motivator. If a certificate is awarded to a person, it should mention the particular act or the quality for which the individual is being rewarded.
- 3- Being a role model is also a key motivator that influences people in reaching their goals. A leader should set a good example to ensure his people to grow and achieve their goals effectively.
- 4- Encouraging individuals to get involved in planning and important issues resolution procedure not only motivates them, but also teaches the intricacies of these key decision-making factors
- 5- Developing moral and team spirit certainly has a key impact on the well-being of an organization. Team spirit is the soul of the organization. The leader should always make sure his subordinates enjoy performing their duties as a team and make themselves a part of the organization's plans.
- 6- A leader should step into the shoes of the subordinates and view things from subordinate's angle. He should empathize with them during difficult times. Empathizing with their personal problems makes them stronger-mentally and emotionally.
- 7- A meaningful and challenging job accomplished inculcates a sense of achievement among employees for organization's well-being and success. This motivational aspect drives them to fulfill goals.

3.Methodology

A questionnaire was distributed that included some common questions about the characteristics of the democratic leader and the motivating leader) divisions and a large percentage in reading and writing and the method, while others are the leader and very little to live both.

4.Results and Discussion

The manager of the marketing department preferred the autocratic leader over the motivating leader because of his better qualities and is linked to more realism, and because this leader has a unit of knowledge of the succession of work steps subordinate to it, so he monitors the main plans not to give detailed information from any other leader, while the sales manager preferred the motivated leader over the other because of his Of an inspiring personality and greater motivation and more flexibility and because he possesses skills related to motivation and creating motivation such as the ability to speak, follow-up and apply the motivation system.

5.Conclusion

Leadership skills need to be put into operation within educational institutions at all levels, various types of organizations, as well as within households. Hence, the individuals in leadership positions need to pay attention towards honing of these skills on a regular basis. The differences between leadership and management are stated in terms of various aspects, i.e. creating a schedule, developing a network for achieving the schedule, execution and outcomes. The functions of leadership are, leader is the representative of the subordinates, leader is an appropriate counsellor, manages time and resources in an effective manner, makes provision of security to others, makes the working environment conducive to work, develops the attitude of co-operation among workforce, communicates policies and procedures to the workforce, guides and directs the overall functioning of the organization, understands problems and feelings of subordinates and implement measures to eliminate barriers.

References

- 1- Dr. Radhika Kapur (2018) . Introduction to Leadership .
- 2- Dess, G. G., & Picken, J. C. (2000). Changing roles: Leadership in the 21st century. Organizational Dynamics .
- 3- Amabile, T. M., Schatzel, E. A., Moneta, G. B., & Kramer, S. J. (2004). Leader behaviors and the work environment for creativity: Perceived leader support. The Leadership Quarterly .
- 4- Definition of Autocratic Leadership. (2020). Retrieved August 19, 2020 from economicstimes.indiatimes.com
- 5- What is Democratic/Participative Leadership? How Collaboration Can Boost Morale. (2018).
[Retrieved August 20, 2020 from online.stu.edu](http://online.stu.edu)