

Everyone's Smart University

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PROJECT LEADERSHIP

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THE IMPACT OF LEADERSHIP SKILLS ON PROJECT
SUCCESS IN **YOUR ORGANIZATION**: A CASE OF YOUR
OWN.

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INTRODUCTION

A leader considered as an element of success or failure of a project. A leader marks a path for his team members in order to attain different organizational goals; they set a roadmap to attain the objectives of a particular project. This report will explain the main reasons behind team success. It will explain how a leader can play a prominent part in the success of any project. No one can deny that people follow a charismatic approach, so this report will further explore how a charisma of a leader and how it allows his team to follow him. In addition, this report will through light on the importance of leadership, and how startups, companies progress with effective leadership. The central part of this report will include how team management is a critical objective for a corporation. Hence, this report will be a complete analysis of the leadership, the role of the leader, the effect of leadership on team performance, and how effective team management can result in a project's progress (Lacerda, 2015). In addition, this report will explain the results of surveys and interviews of different corporate individuals. Further, I will explain the importance of team structure, how top-down leadership can affect a corporation's team development stages.

LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK

Organizations can only run seamlessly when having effective leadership; otherwise, having enormous resources will not be sufficient. Incorporations and business entities, only business leaders are aware of the ground realities and technicalities of the work. They can better guide their team because they already know the concerns of their members and can address them efficiently to make a better organizational environment. Every leader contains a different leadership quality and style. Some choose to dictate to their team members about the project and complete it effectively in due time, using the top-bottom approach (Amanchukwu, Stanley, & Ololube, 2015).

On the other hand, some leaders choose to collaborate with their team members to discuss the project. They believe in a collaborative approach and take recommendations from the team members. Now talking about the team structures, they include an executive body with C.E.O, founder, and managing director. In addition, it includes Chief Technology Officer and Director HR, and team members. This team structure may vary from organization to organization (Medcof, 2008).

Now talking about the stages of team development, the **first stage is establishing the team** for project management; in this step, we need to form a team that can handle the task efficiently, we need to have a team with efficient communication skills so that they can collaborate well, also we need to have a diverse team network to have expertise from every field. **The second stage is facilitating the team**, this very crucial step because a team requires effective material and information to proceed. A collaborative approach is vital in this stage. A team can only work when provided with the right set of information. There should not be a surprising attitude in terms of information. Everything should be open and transparent also, and there should be face-to-face or visual meetings to provide information timely (Kupritz & Cowell, 2011). **The third stage is encouraging collaboration**. A team who works together using a collaborative approach has better chances to grow and produce sound because working together in a team provides confidence to an individual and learns and produces well in a fast-paced learning group environment. **The fourth stage is accepting and manage the problem stage**. **While** working in a large team group can be challenging for the project leader because these large team groups include people from different backgrounds having different areas

METHODOLOGY

In addition, I conducted interviews of the team members to have an idea, whether they like to work in a group or not, whether it is helpful to increase their motivation or not, and what part facilitation plays in team management. Another data collection tool I used was observing the team members while working in a group, how effective it can be.

RESULT AND DISCUSSION

Now explaining the result of my findings, when I conducted the interviews of the women about working in team group is effective. Majority of their answer was no because they do not feel comfortable working for a long time in a group having male members, they demanded to have both female and male team leads to convey and collaborate well with their female team leads. They said they could be open with their female team lead and discuss their ideas and concerns well. They wanted to have a women representative team lead because they feel reluctant to discuss their ideas openly with the male team leader. When I questioned the C.E.O of the one company about working in a team can be effective or not? He answered that he believes in a collaborative approach and ignores the dictating or top-down approach (Wilson, 2013). According to him, every team is equipped with different talents and ideas, and we could benefit a lot if we put their ideas into practice.

The same question I asked from C.E.O of another company answered that he believes in dictating method because a team always has limited expertise about the critical situations and does not have sufficient knowledge to deal with that situation. So in his opinion, a team leader or an executive team lead can only dictate to the team members, which will help them achieve project goals by listening and following the instructions provided by the team leader.

Now talking about the survey results, out of 70 recorded samples, 20 people like to work alone because they do not feel comfortable in a group environment, also they believed that working in larger groups can be ineffective due to conflict of interest, they believed that working as individual increases their knowledge because in-group people start depending upon the others and do not learn well. Other 50 responded to work in a group because they follow their team leader and have knowledge from their expertise. They gain experience, skills learning, presentation skills, and communication skills (Shah, 2019). According to them, working in a group provides them motivation, support, and confidence to achieve the project's desired outcomes. They benefitted from the team management and their leader's expertise.

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