

Everyone's Smart University

Project (Spring 2021)

Student Name	Wael Saeed Asiri	اسم الطالب
Students I.D	2021200926	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 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

THE IMPACT OF LEADERSHIP COMMUNICATION SKILLS ON PROJECT SUCCESS IN ZAMILSTEEL

1. Introduction:

Leadership is an attempt to influence the people around the leader and try to guide them to achieve the desired goal. When organizing a group of relatives or friends to achieve a certain goal such as volunteer work or preparing for a school trip in such cases there must be a leader of this group and an effective leader must achieve the desired goal and the leader must have effective leadership qualities, and the leader should learn about the different styles of leadership and how and when each of them applies.

The leader must feel the importance of the message he wants to perform and believe in his ability to lead over. the leader must have a strong personality and loves to work as a leader who has the ability to **communicate** with others effectively makes an impact on the results. The leader must be faithful to his leadership and the group.

Our organization has gone through two leadership styles with different communication skills over the past 10 years, with a series of successes and failures, as follows:

1. **Autocratic Leadership Style** from 2011 to 2016.
2. **Coaching Leadership Style** from 2017 until now.

In our company environments, much communication is required in order to accomplish tasks and projects because employees need to communicate with co-workers, supervisors, directors and external client especially Saudi Aramco.

Communication skills, which are also identified as essential skills, are the critical skills that demonstrate organizational communication effectiveness which are essential for managerial or administrative success.

2. Literature Review and Conceptual framework:

Autocratic Leadership Style: previously, the autocratic leaders held the power, controlled the strings to the system and made decisions without necessarily consulting with the subordinate.

Generally, the basic premise throughout history has shown autocratic leadership relies on the non-existence of input from the subordinates in terms of making decisions. (1)

Our manager was assigned to this position by senior management because they recognized at that time they needed an autocratic leader who controlled working hours in and out of hours as well as imposing mini-meetings to discuss the role of every

employee in the company (such as what will be accomplished this week) and thus increase productivity, which is reflected in increased profits and customer satisfaction.

Coaching Leadership Style: Much has been written about coaching, relatively little of it addresses what a Coach leadership style.

Coach leadership style is included as an important part of several established leadership style. (2)

In this style employees are helped to grow and develop their skills as well as leaders supports and challenges employees in order to obtain good result.

Since 2017, our manager has ability to develop and improve the performance and competences of employees as well as encourages the learning process of the employee under training and promotes the responsibility and independence of the employees.

Our manager ensures that the employees continue to work autonomously and independently without removing the initiative from them.

3. Methodology:

In this study, we sought to understand the experiences of leaders in managing the company as well as their skill in communicating with others, whether customers or employees within the company, who has the core skills, Managerial communication capabilities and Corporate communication. because I realize that without communication skills, leaders will not achieve the required goals and strategies.(3)



Figure 1: Leadership communication framework (Barrett, 2006a)

4. Results and Discussion:

After so many discussions with my colleagues in company the challenge of communicating while managing a manufacturing company. It can be concluded that the challenges faced by project managers to integrate relationships are difficult to achieve, requiring adequate internal and external communication to accomplish effective cross-cultural communication. and this was not adequate for the autocratic leader because Most of the time we faced a lot of problems with customers due to lack of information as well as channels of communication with them were limited. Contrary to what is happening now with the current leader (coaching leader) who has promote channels of communication with customers through face-to-face meeting, As well as focusing on all three aspects of communication, he also focused on building trust for the team and promote cooperation in the transfer of information, so it was agreed that the period of the coaching leader was and remains great through which he was able to enhance the spirit and confidence of the employees as well as increase productivity and satisfy all customers.

5. Reference:

- (1) Anastasia Belyh (2020), Autocratic Leadership Guide Definition, Qualities, Pros & Cons.
- (2) Avolio, B. J and Bass, B.M (2004). Multifactor leadership manual and sampler set.
- (3) Leadership and communication success for teams and stakeholders, Chapter 10