

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 2021-05-20 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

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. (اختياري).

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

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

In every organization there is a leader who can be a good or bad depends on his behavior and his kind of leadership style

I will chose to talk with one person who I worked with him for 2 years this person was my manager and he has more than 200 employees working under his control from different departments .

Actually, this person has many kinds of leadership style because of that I decided to write about him. He worked in this company more than 20 years and he was one of the startup people in this company .

Firstly , this person has a vision for this company to be one of the important company in Saudi Arabia , Now in 2021 everyone working in medical field know this company and its power in the market . In the last quarter of 2021 this company will be launch in Saudi Tadawul market .

Secondly, i will write about him with his different styles he used with me .

At that time when I was working with him I was confused how to deal with him but from different events i started to know his thinking and how to deal with his employees. He has different style to used with different people, departments, customer, and higher management .

His style was transformational / visionary leadership style. I will talk with my experience with his different style he used with me which I think it was positive person and positive styles.

Laissez faire Leadership Style. Laissez faire leadership style is distinct. These leaders adopt hands off approach to wards followers. Leaders tend to avoid sense of responsibility, are not qualified enough, lack leadership qualities and abilities to direct and make decisions, can't motivate or influence followers, create communication gaps and lack any kind of leadership attributes (Sahaya, 2012). Laissez faire leader is

extremely passive leading to lower self-empowerment of subordinates (Harper, 2012). These leaders do not make any attempt to motivate their subordinates. Hence, this leadership style leads to negative outcomes: more time in completion of work, frustration among subordinates, difficulty in finding meaning and direction of work etc. (Northouse, 2011).

Democratic Leadership Style. Democratic leadership is a kind of leadership in which group members are more contributive towards decision making and inculcate a team climate in which team members feel empowered to act.. These leaders do not use a top down approach of communication and keep subordinates at the same level. The literature review reveals that democratic leadership leads to high production, better outcomes, increased group enthusiasm, group cohesiveness, high commitment, OCB and better involvement from group members. However, it might take more time in getting commitment from subordinates (Al-Khasawneh and Futa, 2013; Cruz et al., 1999; Malos, 2012; Northouse, 2011).

Affiliative style of leadership,there :this style focus on people, teambuilding, bonding and forging alliances. This style is useful in creating teams or for healing dysfunctional relationships:the affiliative leadership style is highly focused on team building, teamwork and increasing trust. The emphasis lies on the functioning and achievements of the group, not of the individual. Affiliative leaders value harmony and good relationships above tangible results. They ensure that there is a strong bond across the team and provide regular positive feedback which can have a powerful impact on performance. This is a very nurturing and non-confrontational leadership style. An affiliative leader creates harmony and builds emotional bonds. "People come first" is the slogan of this leadership style. The affiliative style should be used when leaders try to build team harmony, increase morale, improve communication, or repair broken trust (Goleman, 2013). However, this style should not be used alone since it may allow poor performance to go uncorrected as well as affiliative

general, and the affiliative style has positive impacts to the organization. Leaders who practice this style of leadership focus on group dynamics.

These three styles were clearly used from my manager in different situation and different people as well as different department because of that he is transformational / visionary leadership style.

As for his leadership skills I will write about his communication , Communication is one of the most important tools for an organization our days to exchange information, build a network and guarantee a smooth running work flow within a firm.

Most of the employees in the company they can realize his awareness of his communication with everyone and every department and stakeholders

He was good in both communication, internal and external communication.

He is professional with oral and written communications because he can speaks 5 languages , these 5 languages make the employees from different countries and different culture to feel comfortable with him because he can understand them by their languages

Also. He is professional with electronic communication, he used the trend of the communication with his team and stakeholders .

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