

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 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 Flow metro

1. Introduction

Leadership refers to the practical ability of an individual direct and guide a team of other individuals towards the common or shared goal and put forth unanimous efforts towards its accomplishment. The leader functions to creatively develop a vision and strategies towards it, delegate responsibilities and provide encouragement, share knowledge and information with his group and also maintain and balance the conflict of interests, opinions, etc. or in any time of crisis within the group (Hazra. S, Mishra. A, Gulati. I, Sapra. T & Firdaus. R 2018).

“leadership is the individual behavior to guide a group to achieve the common target”; thus, “leaders need to create the group’s vision, support the individual and group strategies, and serve as catalyst for developing each individual’s strength to move the organization forward. Still leadership can be an elusive characteristic and developing leaders to their full potential remains one of the greatest challenges for organizations today” (KenBlanchard, n.d.). in this study I will apply the impact of leadership skills on project success in Flow Riyadh metro as one of project for vision 2030.

2. Literature Review and Conceptual framework

2.1 leadership

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership skills are tools, behaviors, and capabilities that a person needs in order to be successful at motivating and directing others McPheat (2010). Leaders have a mindset of accomplishing activities, have a goal that the group will always be on top, are optimistic about the accomplishment, and very enthusiastic about every activity.

2.2 Leadership style

The working environment changes dramatically, and the demand for product and service of the highest quality grows. Employee engagement is crucial to remain competitive in the face of these pressures. All organizations are aware of this reality

(Hooda, Keerti and Sharma 2015). Investigators acknowledge the key factors for organizational success and failure of employees' engagement and leadership styles (Hooda, Sonali and Sharma 2011). In FLOW they are three leadership style that the company focus on base to my experience.

2.2.1 Affiliative Leadership Style

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 management in the company engorge all the leader to build harmony with the employee and builds trust and to reduces work stress.

2.2.2 Coaching Leadership Style

Help team members identify strengths, weaknesses and long term development goals.
Provides ongoing feedback,

2.2.3 Visionary Leadership Style

This type of leader inspires their team to work together towards a common target and focuses on setting a positive vision for the future. To apply this on FLOW the company engorge all leader to fallow it is vision which is Inspiring Journeys for Riyadh.

2.3 Motivation

Motivation refers to the internal process that initiates, directs, and drives an individual to act and maintain behaviors towards their goal. It serves as the purpose or psychologically causes an individual to be aroused towards certain action. (Schacter D.L; Gilbert D.L. and Wegner D.M., 2011). There are three identified components of motivation: Activation- the initiating action or decision towards a goal, Persistence- the continuous efforts shown towards the goal in spite of shortcomings and Intensity- the level or degree of attention and efforts shown towards the desired goal (Ms. Sneha Hazra, Ms. Ananya Mishra, Ms. Isha Gulati, Ms. Tanya Sapra, Ms. Rahmath Firdaus, 2018). Motivation is primarily categorized into two types- EXTRINSIC motivation and INTRINSIC. Extrinsic Motivation refers to the external factors that drives an individual towards goal directed action. Intrinsic Motivation refers to when

the individual enjoys the task, he is performing thereby eliciting an internal sense of satisfaction and accomplishment.

3. Methodology

A qualitative research approach was the method adopted in this study. Qualitative researchers generally study fewer respondents. The participants were from FLOW asked about the kind of leaders they are and wish, what motivate them on work and how they felt about the management Leadership. The themes in these interviews were extracted and analyzed the answers.

4. Results and Discussion

The range age of the participant was from 28 to 36 years all of them are metro station managers. 36% of them were female and 64% were male for the first question, what kind of leaders they are and wish? 70% answer they like the Coaching style and want to motivate their team, 30% are Affiliative leader and want to motivate their team. For the second question, what motivate them on work? 90% said the Continuous development in the work environment and appreciation of the hardworking. For the last question, how they felt about the management Leadership? 75% felt that they are supportive and enjoy working, 35% want to get raise in salary although they like the management style of work.

In conclusion, the success of organizations and the organization's development is always one of the main objectives of any association weather. Thus, staff effort combined with leadership styles affects the victory status of the organization (Hooda, Keerti and Sharma 2014). In this study we can see the if the organizations motivate its employee and catch leaders to sportive to team member. In my organization they are using the goal setting theory because they are working toward one goal and motivate all leaders to follow, also as leaders in the organizations we give feedback on how our team members progressing toward the goal and provide with all Necessary materials to achieve it. At the end I finish with this quote "The greatest leader is not necessarily the one who dose the greatest things. He is the one that get the people to do the greatest things" Ronald Reagan.

5. Reference

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