

# Everyone's Smart University

## Project (Spring 2021)

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|--------------|----------------------|---------------|
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|---------|-----------------------------|-------------|
| Section | Date                        | Course Code |
| Master  | Thursday<br>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**

# **Prioritizing Stakeholders**

## **introduction**

Busy project managers must prioritize their time and energy when working with stakeholders. This can be accomplished by using a simple matrix to gauge their impact on your projects, based on attributes such as power, interest, influence and knowledge. Here, we will focus on power and interest.

Without a prioritization plan, the project stakeholders who complain the most are likely to get the most attention. This is not a strategic way to allocate time. The project manager should not allow the stakeholders to dictate how much time is spent with them. Instead, the project manager must make crisp decisions on how much time to invest in each stakeholder.

## **Methodology: -**

With a prioritization plan, project managers will understand how to deploy their time. Let's look at two key stakeholder attributes: power and interest. If we take power and interest and put them into a simple two-by-two matrix, it might look something like the representation in the figure below.

## **Literature Review and Conceptual framework: -**

We'll discuss this chart starting with the top right quadrant. This quadrant shows the stakeholders who have high degree of power and a high level of interest. In other words, stakeholders in this quadrant have a high level of authority and also a high level of concern about the project outcomes. As depicted in this two-by-two matrix, the project manager should manage these stakeholders very closely.



Power and Interest Matrix Source: Adapted from PMBOK Guide, 5th ed.

Next, let's move to the bottom right quadrant. Project stakeholders in this quadrant have a high level of interest but they also have less power. The project manager should keep these stakeholders informed because of their high level of interest in the project. The project manager, however, does not need to manage these project stakeholders as closely as those in the top right quadrant because they do not have as much power. Because project stakeholders in this quadrant have less authority, the strategic project manager understands that less time can be deployed with them.

Next, we look at the top left quadrant. In this quadrant we find project stakeholders with a high amount of power and a low level of interest. Said differently, these project stakeholders have a high level of authority; however, they are not as concerned about project out- comes. The project manager must handle the stakeholders in the top left quadrant carefully because they could easily shift over to the top right quadrant. All the stakeholders in this quadrant would need to do to shift from the top left quadrant to the top right quadrant is to decide that they wanted to be more involved. Therefore, the project manager should keep these stakeholders satisfied.

Finally, let's look at the bottom left quadrant. Here we find the project stakeholders with low power and low interest. Project managers, as we discussed, must strategically deploy their time. If there's one quadrant in this chart that the project manager can invest the least amount of time on, it is this one. Stakeholders in the bottom left quadrant do not have much power to change the project outcomes and also don't have much concern about the project, so the project manager should deploy minimal effort with this group of project stakeholders.

### **Results and Discussion: -**

It is important to note that the project manager is still monitoring the stakeholders in the bottom left corner. The project manager is not deploying zero effort with these stakeholders. It is possible that some of these project stakeholders will gain more power as the project advances. It is also possible that some of these project stakeholders will become more interested as the project advances. Therefore, the savvy project manager will monitor this group and provide basic communication to them. Very rarely will the project manager encounter a group of project stakeholders who require no effort. Typically, the lowest level of commitment will be to monitor a group of stakeholders.

### **References:-**

*With permission of the publisher, Wiley, this article is excerpted from [Managing Project Stakeholders](#): Building a Foundation to Achieve Project Goals by Tres Roeder. Roeder is a global expert on project and change management. A former consultant with Booz Allen Hamilton, he founded Roeder Consulting in 2001 and has led Fortune 500 consulting engagements in areas such as corporate strategy, operations improvement, process improvement and implementation.*