

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:

- 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

Introduction

Leadership is the ability to guide, influence and inspire others to achieve a certain goal by leading them towards accomplishment. Leadership is an essential role of management which helps to increase the efficiency and reach the organizational goals. It is also the capacity to influence a group towards the goal realization. It is encouraging followers with a strategy to meet the goal expectations and the capacity to transfer the vision into reality.

Leadership need to meet some certain skills to be effective, it required to have visions, motivate, help in decision maker, conflict resolution, team management, influencing, communication, has democracy, developing, flexible, longer range, team building and risk taking.

There are many styles of leadership such as affiliative leadership style focuses on conflict resolution, authoritarian style focus on carrying all responsibility and authority, coaching leadership style focus on the leader is responsible for teaching and supervising the followers, democratic leadership style In this style, leader and flowers are involved in making decisions, laissez faire style focus on follower has complete freedom to make decision, pacesetting style as the leader sets an example of high performance and transformational style of leadership Style as the leader is trusting and can motivating followers.

The effective leader have to make decisions to move the team forward. Considering the balancing between the emotion and reasons as it matters to improve the organization performance.

In this business as we buy and design products and sale them online decision making is very important to get the correct product with good price. Making the decisions should go through certain procedure starting from understand the situation, define our goals,

define our objectives, diagnose our goals, develop the options, evaluate the options, chose the best out of them and the implant them.

In the decision making skills we should consider that it is important to have skills of problem solving, logical reasoning, emotional cleverness, collaboration and creativity.

Democratic leadership is very effective style as everybody will participate in making the decision for higher quality work to collaborative place to work.

The aim of this research to discuss democratic leadership style and the decision making skills and the effect on the project.

Literature Review

Understanding leadership styles and use them support to be effective in the role. It is where the leader influence, support and inspire others to achieve their goals. Leadership is being able finalize the needs to reach the goals by the implementation.

Leader is required to give full support toward success, listen, trust and direct to the group members. Leader should be able to analyze the situation and adopt.

As per Dr. L. Jibon Kumar study the leader who is following the democratic leadership is a supportive who will support in team cooperation, subordinates Involvement, support in ideas, motivating the stuff and work with them to reach the goal.

In this style the leader is separate the positions of authority; rather. Leader is responsible about distributing the responsibility between the membership of the group, empowering the members of the group and assisting the group in making decision. In this style the leader swapping the roles between the leader and group members.

The study shows that democratic leadership style focus on the leader is the supporting in making the decision. Being skilled decision maker require you experiencing excellent analytical skills to determine the issues that need to be addressed and implementation

of the solutions. This skill make us aware about the meaning of judges and evaluates. According this study, the problems can be resolved by thinking and sense functions. Example, the followers should grip their attention to use of their thinking sense in understanding their problem solving process and decision making processes.

Methodology

The method used in this research is qualitative research this tools work by focusing on obtaining data by answering the questions, collecting evidence comparing and understanding the problem or the topic from the perspectives. The power of qualitative research is being able to provide enough descriptions of the given research topic or issue.

In this research its focus about the type of leader and how its linked to the decision making.

Results and Discussion

on the study of this research we compare between the leaders and found out the most suitable leader for the small business we are handling is the democratic leadership as designing and selling products online need team decision making to share all the ideas.

Using qualitative research has positive effect on the research as we had as expected outcome.

Reference

Yetton, P., 2021. [online] Available at: <https://www.researchgate.net/profile/Philip-Yetton/publication/37708348_Leadership_and_Decision-Making/links/0046351b8d43cf238f000000/Leadership-and-Decision-Making.pdf> [Accessed 2 May 2021].

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