

## Everyone's Smart University

### Project (Spring 2021)

|              |                         |               |
|--------------|-------------------------|---------------|
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|---------|-----------------------------|-------------|
| Section | Date                        | Course Code |
| Master  | Thursday<br>18 / 03 / 2021. | (PMG511)    |

## PROJECT LEADERSHIP

### Instructions:

- ☐ اخر 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 **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**

In this research, we will talk about leadership, as it is one of the most important elements of having a successful organization. And the reason is that leadership motivates people to a higher level of performance through their relations. It is an important function of management that helps to maximize efficiency and to achieve organizational goals. (Importance of Leadership in Organizational Development | Strengthscape, 2021)

An example of a Saudi female leader who started leading her organization is “Lubna S. Olayan”. Olayan has been appointed chairwoman of what will be the third-largest lender in Saudi Arabia, following the merger of Saudi British Bank and Alawwal Bank. (Importance of Leadership in Organizational Development | Strengthscape, 2021)

Briefly, leadership is defined by how well you lead a group into the objectives and targets set by a leader, moreover, it is additionally characterized by the quality and goals or objectives that you set for a leader set for his followers. However, A leader is somebody who has the courage and plans to take intense choices regardless of whether it carries damage however is toward satisfying the objectives.

Many characters define a good leader such as:

**Passion:** as it is about energy and profoundly dedicated excitement to delivering all that can be expected, passion is an indicator of a company's guiding

**Courage:** is having solid feelings about the essential targets of the organization and being set up to outfit the personalities of laborers and friends assets to accomplish those goals. Moreover, Managerial courage includes the willingness to do what is right in the face of risk.

**Wisdom:** is the capacity to draw on one's information and experience to make all-around framed decisions. It likewise includes the utilization of one's force and individual power to carry out a successful strategy.

On the other hand, there are many types of leadership such as:

Prioritization, Team management, embracing accountability, Conflict resolution, Motivation, Communication in the project, and influencing.

All these types are essential in order to have a successful organization, yet I think that the “Prioritization” type is the most suitable for my firm. As it can have a mixture of many other types.

If I prioritize the organization's tasks it will lead to having a structured team. Moreover, tracking my follower's work can include communication and motivation in each period. Each department can be influenced by scheduling.

In order to keep my organization working, extraordinary leaders are profoundly focused, yet they additionally center unflinchingly around the correct things. They're gifted at the craft of emergency; they can focus on numerous requests, and consistently guarantee they invest their restricted-energy on those issues that are vital to the undertaking's requirements. (4 Things Great Leaders Do Better Than You, 2021). The reason for following this type of “prioritize” is because a leader is involved in too many activities because leaders naturally are drawn to numerous new activities, but only a handful of those activities are useful or necessary.

There is some strategy management a leader should follow in order to achieve prioritization leadership, using Pareto 80/20 rule can be a key aspect. The benefit of this rule is there is little scientific analysis that either proves or disproves the 80-20 rule's validity, there is much anecdotal evidence that supports the rule as being essentially valid, if not numerically accurate.

The importance of this strategy is that a leader can define that maintain 80% of outcomes (outputs) comes from 20% of causes (inputs).

Or when a leader prioritizes the 20% of factors that will produce the best results. Yet this principle 80-20 rule is identified as an entity's best assets and use them efficiently creates

maximum value. But eventually, this "rule" is also defined as a precept, not a hard-and-fast mathematical law. (How to Apply the 80-20 Rule, 2021)

The methodology of this rule is organizing operations into categories which are:

### 1- Urgent

This can be pushed under the It is a simple matter of ranking any jobs that you have in terms of their deadlines.

### 2- Important

This can be separated into 4 main categories which are:

- 1- Important and urgent
- 2- Important and not urgent
- 3- Not important and urgent
- 4- Not important and not urgent

|            | IMPORTANT | NOT IMPORTANT |
|------------|-----------|---------------|
| URGENT     | 1         | 2             |
| NOT URGENT | 3         | 4             |

The last category can be added which is: Forms, yet it is defined as It is an easy matter to generate a form to make some aspect of organizing your tasks a little easier and to act as a reminder.

## **1- Distinctions**

Where a leader evaluates what he ought to be doing for the organization and whether he is achieving these aims. yet If a leader can match a person's strengths with their tasks it is quite likely they will enjoy it more and flourish.

## **2- Equal priorities**

putting the tasks into boxes will inevitably end with one or more on equal footing. Where it is better as a leader to reevaluate the operations in order to prevent leading to paralysis as you fail.

## **3- Force**

A leader should force their prioritize in any case

(Leadership. Prioritize - basics., 2021)

In conclusion, we can infer that leadership is the capacity to coordinate a gathering of individuals in understanding a shared objective. This is finished by individuals applying for their administration credits.

Remember, you are not a leader with no followers.



## References:

- 1- Strengthscape. 2021. *Importance of Leadership in Organizational Development* | Strengthscape. [online] Available at: <<https://strengthscape.com/importance-of-leadership-in-organizational-development/#:~:text=Leadership%20motivates%20the%20people%20to,have%20traits%20of%20a%20leader.>> [Accessed 9 May 2021].
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