



Everyone's Smart University

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The impact of leadership skills on project success in your organization

Introduction

This study aims to address new emerging leadership challenges shown by project managers from the perspective of project management (Iqbar et al, 2015). The forthcoming effects of leadership skills and contextual factors while managing important activities related to corporate change planning through efficient project management should be addressed. Leadership is a key factor of an effective management, but even leadership performance that has been founded in literature is moderately ambivalent and its function and direct influence on project failure/success.

The swift change of leadership characteristics and conduct of managers has been studied in over two decades to see the success or failure of organizational changes and the connection between leadership features and behaviors. The essential leadership and managerial knowledge, skills, skills and features ensure that projects are completed successfully by correct decisions and right people in the right place (Mohammed et al, 2014).

The vital role of leadership is to bring changes and direct a project to deal with changes that do not correspond to plans or sustainable planning, but are often perplexed between people (Ukaidi, 2016). In most research, leadership and personal characteristics were identified as critical to success or project achievement. In the literature of the project management, the importance of leadership as a requirement for projects excellence was given to people to make change that is important to the whole of the ethnicity of the project.

Project staff led by strong leadership, with a strong commitment, significance and accomplishment of project objectives, ensures their contribution to project success. Leadership motivates group members to ensure that project results are improved via higher level performances, which may not otherwise take place and one of the key leaders

of management is to turn project managers into leaders by making them accountable for project results.

Statement of the problem

Despite progress in project management methodologies, many projects continue to fail. Project success or failure depends in part on the efficient management of scope, time, cost and quality expectations. To achieve this, it is important that the project manager has appropriate project management leadership and exhibits it. The study identified four leadership aspects and examined their impact on project performance. Project performance is one of the key challenges for all grassroots, national and international development agencies. The leadership of managers is important for the improvement of project performance in project-based organizations. The concept of leadership has been studied extensively in the field of project management. Project managers continue to face numerous challenges and problems with leadership skills, the type of leadership and the way project management is controlled. Leadership plays a crucial role in influencing project performance. Therefore, the project leaders must lead their teams by using different methodologies for project management to supervise successful planning and implementation of projects. The employees should, on the other hand, create positive results for their projects and manage them.

Objectives

Determining the following were the specific objectives of the study:

- To examine the impact on project performance of leadership skills, leadership experience and leadership control.
- To examine the link between leadership and team performance of project.

Literature Review

1. Role of Leadership in Project Management

Project management in modern organizations has been considered a key business success activity since the mid-1940s, and researchers have taken great care of the projects as combined frames for the future of an organization. In many definitions of

project management success, time, budget and quality are three dimensions of project success.

Quality of project management processes, leadership performance and project stakeholder satisfaction are also necessary to be taken into consideration because time, budget and quality are insufficient to measure project success are other aspects of project success. Project success. Leadership is an effective tool for project managers which has a modest effect on project results, otherwise the absence of leadership skills is directly linked to project failure.

2. Leadership

Leadership in the best way possible to supervise successful project performance, combining skills and experience and using necessary control measures (Assaf & Al-Hejji, 2006). The leader has to use his experience and his skills to guide his team towards success. Leaders have probably succeeded where the leader's skills are organizational-specific. Individuals tend to be attracted to organizations or roles that correspond to their personalities, because they find their perceived objectives and rewards attractive given their wider dispositional abilities. The leadership skills are developed by deliberate, systemic and ongoing efforts through skill, training or training in order for complex activities involving ideas (cognitive skills) and individuals (human skills) to be carried out smoothly and adaptably, according to Zenger & Folkman (2014).

Competence is developed according to a group approach so that basic skills are first learned and then combined in order to develop higher skills. Skills usually in an individual are developed partially through the introduction of theory, but especially through the practise of learning. Experiential learning is called this. Kolb's experiential learning cycle is used to evaluate how you learn skills, think about them and learn from them, plan how you will do them, then repeat them (Bass & Avolio, 1993). For a number of years, researchers have directly or indirectly studied leadership abilities.

A host of studies have been published which argue that the effectiveness of a leader depends on how the leader can solve complex organizational problems. Leadership as a combination of expertise and experience in order to monitor the success of the project by

taking the necessary control measures in the appropriate manner. The leader has to use his experience and his skills to guide his team towards success. Researchers also discovered that multiple skills leaders are most efficient and that special combinations of skills seem to be a strong predictor of efficiency.

Some of every skill will be necessary at all levels, and interpersonal skills at all levels of management are equally important. The myth is that people become wiser in many cultures because more exposure and experience are gained over time (Anantatmula, 2010).

3. Stages and levels of leadership

The wheel of leadership is stated to include four stages: - self-awareness; - learning; - judging; and - acting. The awareness of self exists in two aspects, humility and trust. You don't have to be an expert in all fields or in your personal life as a leader. When there is uncertainty, there is time to ask questions. The process of learning is an ongoing one. Reflection is prevalent when you want to continuously improve yourself and the job. Judging plays a central role in leadership, since it enables a leader to recognize its environment and its actions, which can be defined as mobilizing, consulting and influencing others.

Styles and skills of leadership argue that the ability to persuade should be auctioned rather than controlled as a competence in project management. Project managers must objectively approach project team members using certain approaches during involvement, as well as diversity in human personalities. Projects often require staff with operational expertise and skills and a project-related attitude.

4. Leadership attributes

All people have certain characteristics that make them unique. Acquiring and motivating staff is one attribute necessary when an organization employs a project manager. - Technical skills of high quality; - political sensitivity; - a strong foundation; - a strong focus; - high self-esteem; for the following reasons, high-quality technical skills are a guiding principle. Firstly, the delivery of projects depends on the level of micros, mesas and macros in any organization. Secondly, to be an expert in technical aspects of the

requirements is highly advisable in order to be successful in project delivery, but it is not necessary.

5. Project success

Communication, planning, and progress tracking are key learning points for successful project delivery. The definition of communication is verbal, telephone, e-mail and face-to-face interrelation, i.e., project manager vs. team members and project manager vs. customers. The purpose of planning is to identify the customer's needs to deliver successfully. The method of ensuring that tasks are performed on time at the correct level of quality is defined as progress tracking. The objective is to ensure that the project is implemented successfully by establishing adequate schedules.

Methodology

The study used a unique data collection source. The secondary source for data generation, including the use of texts written by various authors, journals, magazines, internet information as well as other published and unpublished work-related materials. The data have been analyzed using the analysis of contents. This is due to its highly dependent secondary source data.

Discussion

The study shows that project managers need to have essential leadership qualities and skills, together with management skills, in order to achieve efficient results for companies and projects. The project manager needs to apply correct skills and acquire correct knowledge for proper jobs. The role of project manager as leader therefore plays an important role in successful project management that is an interesting and diverse field for future research. Leadership is defined as improving human beings and equipment; improving standards of quality; ensuring a significant volume of delivery; and giving the human being pride in manufacturing. Leaders should have an influence, a sense of power, a persistence and a consistent management of people.

Recommendations

Leaders should be innovative to be successful, respect other people, courteous, sensitive and exceed their capacity to achieve high effectiveness of any organization. Leaders should show confidence, show integrity, show extreme perseverance, work hard, react, show high energy and develop humility (Rath & Conchie, 2008). In the success of an organization, the role of leadership styles is regarded as important.

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