



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

Everyone's Smart University

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The Impact of Leadership Skills on Project Success in my Company

1.0. Introduction

1.1. Leadership

Leadership is a critical factor in promoting organizational success since it clarifies goals and promotes productivity. Leadership refers to the process of establishing clear goals that guide followers to perform tasks. According to Amanchukwu, Stanley, and Ololube (2015), leaders must develop a sense of responsibility and accountability through effective communication, task distribution, and motivation. Leadership has emerged as a critical research area since it affects all aspects of a company, including motivation, task performance, brand recognition, and organizational culture. Leaders must be willing to take ownership of their firm's vision and motivate teams to participate in building a culture of collaboration and innovation. There are 7 leadership styles (Affiliative, Authoritarian, Coaching, Democratic, Laissez-faire, Pacesetter, Transformational)

1.2. Accountability: RASCI Responsibility Matrix

RASCI facilitates project assignments and demonstrates responsibilities to promote accountability. It shows the individuals responsible for each task, ensures a person is accountable for their actions and identifies the individual who offers support throughout the process. The matrix recognizes the team member to be consulted and the authority that requires the individual be informed about task progress or the decision-making processes. The RASCI model is essential for my company's project since each team is assigned various roles based on the project requirements. The team faces the challenge of clarifying tasks, which increases conflict and undermines performance. RASCI is a critical tool to document responsibility distribution, resolve conflicts, and reduce the risk of overburdening an individual with work.

1.3. Democratic Leadership Style

The project director applies the democratic leadership style to promote innovation, creativity, and collaboration among followers. Notably, the model focuses on the contributions of the subordinates to develop solutions for digital transformation, sustainable energy solutions, and advanced manufacturing. An analysis of the democratic leadership style is critical to evaluate the factors that promote and hinder effective leadership. In particular, this research will help establish the leadership skills that will enhance performance and motivate workers before my company's project officially opens in October 2021.

1.4. Transformational Leadership Style

An analysis of transformational allows a manager to collaborate with team members to determine required changes to create a vision that guide a significant change through inspiration. Accordingly, the style allows both employees and leaders of my company to participate in making effective decisions that improve the performance and productivity of the organization.

2.0. Literature Review and Conceptual Framework

2.1. Theoretical Concepts of Leadership

Leadership studies focus on its theoretical framework and diverse classifications. Allen (2018) describes leadership traits as consistent through patterns, feelings, and behaviors that ensure task performance. In this view, a single trait or leadership style does not demonstrate good leadership since leaders require diverse traits, skills, and styles to ensure project success. Theoretical leadership frameworks analyze behavioral theories to assess leadership behavior and factors that lead to successful outcomes. According to Amanchukwu, Stanley, and Ololube (2015), recent studies have shifted from personality-based theories to situation theory, which recognizes the role of different situations in the exercise of leadership. Transparent and accountable leaders improve the decision-making process through effective communication.

2.2. Democratic Leadership Style

Democratic leadership supports team participation in the decision-making process by creating open communication platforms for active engagement. Democratic leadership promotes job satisfaction since subordinates understand their roles and work autonomously to achieve project goals (Reed, Klutts, & Mattingly, 2019). Task distribution develops the employee's skills, including creativity, decision-making, leadership, and critical analysis. Amanchukwu, Stanley, and Ololube (2015) examine democratic and autocratic leadership styles based on a behavioral theoretical framework that focuses on the leader's actions rather than internal states and intellectual qualities. The study findings reveal that democratically lead groups have positive feelings due to their active participation in decision-making. The autonomy and support from the participative process ensure participants continue with their tasks in the leader's absence. Nevertheless, democratic leadership limits performance during a crisis due to time wastage in the decision-making process. In this view, democratic leaders should develop a system that guarantees quick and efficient decision-making to eliminate delays.

2.3. Transformational Leadership Styles

Transformational leadership is characterized by four aspects, which make the model suitable for my company. The framework comprises idealized influence, inspirational motivation, intellectual simulation, and individual consideration. Each aspect helps our manager to influence and encourage employees work hard towards my company's

organizational goal. Nevertheless, Transformational leadership Leader can get out of control

2.4. RASCI

Accountability defines the structures and activities required to facilitate responsibility and ensure role performance. Lee, Jin, Lee, and Hyun (2021) describe RACI as an acronym for four responsibilities: responsible, accountable or approval, consulted, and informed. According to Mohamed, Ali, Babiker, and Ibrahim (2016), different approaches to the RASCI (RACI) model exist since organizations adapt it to their strategic plans and culture. Allocating roles is a leadership activity that affects all stakeholders in the project team. The RASCI matrix outlines tasks, project indicators, milestones, and critical decisions necessary to complete a project. Lee, Jin, Lee, and Hyun (2021) examined the use of the RASCI model in identifying stakeholder groups and establishing various roles for team members. The study findings reveal that RACI enhanced project performance and improved task analysis due to high rates of transparency and accountability. Each participant was aware of their roles, reducing the risk of confusion, and eliminated conflict due to open and clear communication.

3.0. Methodology

This research uses a systematic quantitative research review as a methodology to determine the effects of leadership skills on project success in my company. The systematic literature review aims to analyze existing studies and assess how this research will contribute to the research (Snyder, 2019). It examines the research on leadership and assesses the role of RASCI in enhancing team performance. The literature will collect studies conducted over the past five years to determine their relevance to the current study. Additionally, it uses online databases, including the online library, to identify the different studies on leadership skills, democratic leadership, theory, and RASCI to determine their implications on project success. Online searches identified terms, including democratic leadership, RASCI, leadership, leadership skills, decision-making, and project success. The research articles are from peer-reviewed journals to ensure credibility and enhance evidence-based research in Saudi organizations.

3.1. Topic Definition and Formulating Research Aims

The systematic literature review assesses the impact of leadership skills on project success in my company. It is clear and concise to ensure effective analysis and meaningful outcomes that address the following research aims.

Examine how leadership affects team performance

Assess the relationship between RASCI and accountability

Review the effectiveness of democratic leadership in my company

Identify how leadership style impacts task success

3.2. Evaluate Key Results

After analyzing the various studies and examining their correlation, this study will evaluate the key results. It will identify and review similar outcomes from the literature as evidence. It will also assess the different study findings to establish new areas of leadership and accountability approaches. This process helps to identify the gaps in the literature and determine their limitations on leadership studies in my company. The results will use comparative analysis to develop meaningful conclusions.

4.0. Results and Discussion

The study findings demonstrate the correlation between leadership skills and successful project outcomes. Project success refers to the timely and efficient completion of a task to ensure quality results. Successful projects demonstrate the leadership's effectiveness due to high rates of accountability that ensure each team member performs their assigned task transparently and consistently. My company's innovative approaches require democratic leaders and Transformational Leadership

who create open communication platforms that support individual autonomy, responsibility, and accountability. Lack of shared understanding of individual and team roles occurs due to poor role identification and task distribution by the leader. The lack of clear and concise documentation for individual tasks derails project completion.

Democratic leadership promotes consensus building by encouraging participants to share their views and identify project challenges. Using the RASCI model enhances the decision-making process since team members recognize their roles and eliminate confusion. Additionally, democratic leadership analyzes each stakeholder's role to create a sustainable accountability system. For instance, the leader might assess whether to include all stakeholders in all activities or some tasks assign tasks to specific individuals. The leader might also identify the need to change tasks from the consulted individual to the responsible individual based on their productivity. Sometimes leadership requires difficult decisions, including eliminating non-performing individuals to ensure effective performance. For instance, when two individuals perform a task and one is overburdened, it undermines accountability. The leader might remove the non-performing individual and increase support to the performer to ensure project success. When an effective democratic leader applies the RASCI matrix, they enhance the decision-making process, clarify goals, and motivate individuals to perform their tasks effectively. Also Transformational leadership Each encourage employees work hard towards my company's organizational goal.

5.0. Conclusion

Evidently, democratic leadership style ensures accountability using the RASCI matrix to ensure effective task identification and communication by reducing conflict and boosting performance. Teams require an effective leader who understands each individual's roles and incorporates them into the decision-making process. The literature review determines the theoretical framework of leadership and the behavioral approach that informs democratic leadership style. The systematic literature review provides critical literature analysis and reveals the benefits of good leadership on project success. My company will benefit from a democratic leader who uses accountable structures and instruments to distribute projects, enhance team communication, and eliminate conflict.

Also Transformational leadership style will It allows the manager to collaborate with team members to define the changes required to create a vision that drives a major change through inspiration, and based on this, the allows both employees and leaders in my company to participate in making effective decisions that improve performance and productivity of the organization.

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