



Everyone's Smart University

Project (Spring 2021)

Student Name	Ahmed Mohammad Islam Abdul hakim	اسم الطالب
Students I.D	2021201718	الرقم الجامعي

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The Impact of Leadership Skills on Project Success

1. Introduction

Leadership is defined as the ability to stimulate and arouse the interest of a group of individuals, and to unleash their energies towards achieving the desired goals with effectiveness and enthusiasm, and leadership can be defined as the ability that distinguishes the leader from others by directing him to others in a way that can win their obedience, respect and loyalty, sharpen their motivation, and create cooperation between them in A way to achieve a goal by itself (Jetu & Riedl, 2012).

Leadership is related to many fields around the world, for example one area may be community leadership, religion, politics, and election campaigns, and thus leadership can be considered as a form of art that makes people do the things that the leader wants because they really want to do it, as it implies. Leadership sometimes takes difficult and sound decisions, but these difficulties can be overcome by creating a clear vision for achieving goals.

Here the leader is distinguished as a personal investor or failure; he influences all alternative structure factors. Leadership influences company culture, project culture, higher cognitive process, and worker commitment. while not correct leadership, the chance of business or faculty failure can increase. Thus, leadership is seen because the ability to create strategic choices, mistreatment skills like communication, social relationship, motivation, higher cognitive process, and emotional maturity, to attain faculty or structure goals. However, there are a unit differing kinds of leadership designs glorious that will be applicable. In handling several challenges that may be featured by the organization in any respect times. though having a pacesetter UN agency will mix principles of management and moral justification for actions remains a challenge within the organization these days (Yang, Huang & Wu, 2010).

2. The Research Methodology

The paper used both primary and secondary data and a set of previous studies that concentrate with the effect of leadership skills on project success. A literature review on leadership skills was conducted on project success for successful project delivery. The literature review was conducted on fifteen articles These articles were obtained from books, journals, theses, and conference papers between 1998 and 2015. Non-experimental data were analyzed exploitation objective content analysis. Articles were

scan persistently, to induce an inspiration an inspiration content, and rising topics were indicated and topics square measure additional divided into sub-topics.

3. Literature Review

Before delving into the idea of leadership within the context of project management, we'd like to acknowledge the similarity with arduous and soft leadership skills, their impact on project success and the way the team's work emerges within the development of Project Manager's soft leadership talent and project success.

3.1 Project Success

There is very little or no agreement on project success criteria in spite of its frequency of dialogue (Siguroarsan, 2009). although many studies on project success are written throughout the past decades, a universally accepted definition has not still been established (Cook & Davies, 2002; Jugdev & Muller, 2005).

3.2 Project Success – up to date Views and measuring Parameters

Project success could be a vital construct and crucial the degree of success or failure is very advanced (Chan & Scott, 2004). the topic of project success has forever been a central concern inside the project management literature (eg, Cooke-Davies, 2002; Fortune & White, 2006). A project is taken into consideration in if there isn't any overrun in time or worth and meets expectations (Narayanaswamy, Grover & Henry, 2013). The cooperation of the various specialists is required and conjointly the need to integrate their skills in a suitable manner for the triple-crown implementation of the project (Scotti & Langley, 2000) and to achieve a consolidation of ideas and opinions at intervals the team taking into consideration budget and schedule constraints (Hagel & Parboteeah, 2007).

3.3 Impact of Project Manager's Leadership Skills on Project

Leadership may be a development as recent as human civilization. And this can be in all probability why their area unit numerous definitions of leadership. However, whereas responsive to the focus of this study; this can be the impact of the project manager's leadership skills for the winning implementation of the project, solely relevant definitions are going to be mentioned. Leadership is outlined by Hemphill and Coons (1957) because the behavior of a private aimed toward guiding the activities of a bunch to realize a typical goal "(Gregoire & Hannah Arendt, 2004, p.396). Jago (1982) made public leadership as a result of the employment of non-coercive

influences to direct the activities of members of associate degree organized cluster towards the accomplishment of the group's goal.

3. 4 Leadership style

Leadership vogue is that the leader's form of providing steerage, implementing plans and motivating individuals. numerous authors have projected many various leadership designs as incontestable by leaders in political, business or different fields.

3.4.1 Autocratic style

The authoritarian or controlling autocratic leader has the distinction of trying to concentrate all the powers in his hand and reserves for himself doing every small and big one on his own, issuing his orders and instructions that deal with all the details and insisting on his subordinates 'obedience to them. All matters are under his control, and he does all of this because he is convinced that he should allow only a modicum of freedom for his subordinates to act without his own approval, and this pattern is divided into three main forms as follows:

- Violent or militant autocrats: those who use negative influences to a large degree such as punishment and intimidation.
- The benevolent autocrat: who tries to use many methods associated with positive leadership through praise and praise and also through punishment.
- The manipulative autocrat: who makes subordinates believe that they participated in the decision-making while he was the one who made the decision himself

3.4.2 Democratic style

The democratic leadership vogue is depicted by leadership that depends on human relations, participation, and delegation of authority. Democratic leadership depends chiefly on healthy human relations between the leader and his subordinates that square measure supported satisfying their wants, making cooperation between them and finding their issues.

The democratic leadership adopts methods of persuasion, martyrdom and facts, considering individuals 'feelings, feelings, dignity and importance in achieving goals and the need to involve them in decision-making in order to motivate them to cooperate. Therefore, the democratic leader enjoys the opinions of his followers, expresses their ideas, provides them with the necessary information and guidance, and plays an effective role in developing innovation and Achieving cooperation and

unleashing the capabilities and energies of his subordinates, and democratic leadership is based on foundations that are:

- Establish human relations with subordinates.
- Involving employees in some leadership tasks.

3.5 Communication Skills

The first is communication skills, together with spoken language, communication, and overall skills. spoken language skills square measure the flexibility to speak expeditiously with others verbally, and also the ability to deliver a good presentation (Shi and subgenus Chen, 2006). communication skills mean the facility to talk expeditiously by writing documents, letters and reports. Overarching skills is that the pliability to know the expressed and implicit which suggests of others (Shi & genus, 2006).

Previous leadership studies indicated that necessary team leader contact data ends up in high cooperation effectiveness (Jetu & Riedl, 2012). Likewise, analysis examining the influence of leaders on cluster feeling has incontestable that less negative emotional reactions area unit a lot of probably to emerge by team members, if the goals area unit clear and measurable, then a transparent definition of every member's role and clear performance methods. Project leader (Mascia, 2012).

Previous leadership studies indicated that important team leader contact information leads to more effective teamwork (Jetu & Riedl, 2012). Likewise, research examining the influence of leaders on group emotion has shown that less negative emotional reactions are more likely to emerge by team members, if the goals are clear and measurable, then a clear definition of each member's role and unmistakable performance strategies for Project leader.

As a project manager, it's necessary to know the values and attitudes of the involved members, communicate clearly, and think about their opinions. as an example, project managers will use sensory activity matching as a tool to elicit feedback on their project management practices. Likewise, as a project manager, it's necessary to know the values and attitudes of the involved members, communicate clearly, and think about their opinions. as an example, project managers will use sensory activity matching as a tool to elicit feedback on their project management practices. Doing so will facilitate foster a climate throughout that disagreements ar usually mentioned constructively then enhance team motivation Likewise.

3.6 Importance of Leadership Communication

Communication is that the primary leadership function; which means, effective geographical point communication and effective leadership square measure closely tangled. an efficient leader must be a talented interlocutor, applying this ability to relationships at the structure level, in societies and bigger teams, and generally on a world scale. However, per statistics, seventy-seven of workers didn't offer clear steerage, and up to HR of managers square measure uncomfortable to affect their workers generally. The problem here goes on the far side managers World Health Organization lack the boldness or ability levels required to achieve success business leaders. Instead, leaders World Health Organization are deficient within the communications department can have an immediate negative impact on worker satisfaction levels, motivation, and productivity. while not effective communication of leadership within the right place, the leader cannot and will not expect his employees to participate and communicate with the work and providing a gaggle of others damaging effects on business success for the project.

Keeping staff intended and intended toward success ought to stay a prime priority for any leader. however, to inspire and encourage within the 1st place, business leaders ought to produce and nurture a powerful line of communication. As a pacesetter, you wish to assume clearly, categorical concepts, and unfold info to several audiences. a decent leader will handle the speedy flows of knowledge that area unit current inside the organization, and between shoppers, partners, and the other stakeholders. basically, maintaining sturdy leadership connections inside the geographic point is that the key to keeping your business not solely afloat, however conjointly thriving within the trade as a full.

4. Result and Discussion

This study was conducted to see the soft leadership skills of project managers that has to be practiced reductively to make sure the undefeated completion of comes and to understand the effect of cooperation on the link between the soft leadership skills of project managers and therefore the success of the project. one in all the factors that was explored during this study contains The Eleven Structure could be a Communication ability.

4.1 Communication Skills

The first issue is communication skills and their impact on project success has been measured. within the previous literature, it's been incontestable that if a pacesetter is ready to speak clearly and depart this world made necessary info to team members, then the expected result are high cooperation effectiveness (Jetu and Riedl, 2012). On the contrary, if the project manager uses techniques and therefore the team members fail to know them, the doubtless

outcome won't be what the project manager would really like. the previous research worker greatly highlighted the requirement for the project manager to be an honest someone (Piysush, Dangayach and Mittal, 2011).

During the current research it has been shown that in the context of Saudi arabia, the communication skills of project managers positively influence project outcomes, which is in line with the results of previous research conducted on the topic; Although the contribution as indicated by this study is relatively small compared to other soft-driving skills.

Moreover, it has also been shown that teamwork causes a moderate impact of 7.5% on the association between communication skills and project success, which doesn't seem like much. Apropos, it means that a project manager equipped with better communication skills will be able to get the job done better than team members, and thus will be able to positively influence project outcomes.

4.2 Conclusion

The aim of this study was to determine and evaluate the impact of project managers' communication, and this skill is considered one of the success skills criteria with concurrent evaluation of the impact of teamwork as a moderate variable on the association between soft leadership skills of project managers. And the success of the project. Hypotheses were tested and all accepted. The study highlights the importance of Communication Skills for project managers and problem exploration. Analysis and solving skills. It is hoped that the results of this study will equip organizations and individuals associated with projects with basic skills, especially soft leadership skills, to focus on projects and implement them successfully.

5. References

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