

Everyone's Smart University

Project (Spring 2021)

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Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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

1. INTRODUCTION

Leadership refers to the quality of leading people. It is probably one of the most important aspects of life. Above all, leadership has led to the advancement of human civilization. Without good leadership, no organization or group can succeed. In addition, not everyone has this quality. This is because effective more, Motivation is an essential factor that changes positive thought into instant action. It turns a great idea into action and can undoubtedly affect the world around you. Without any spark, your life will be dull. So you must always be motivated to gain inner peace and satisfaction in life. Motivation is a force that brings you closer to your dreams. It gives you a purpose to live forever with a smile on your face. Therefore, realizing and working on your self-motivational skills will allow you to control different aspects of life. The organization that I belong to it use Democratic leadership style and motivation skill to motivate the employee whether it use Extrinsic or Intrinsic Motivators a manager has to understand a diversity of needs and has to use a variety of rewards to motivate them. The research will aim and discuss the relationship between the Democratic style and motivation and how it's effective in the organization. The goal of this research is an original and systematic investigation undertaken to increase existing knowledge and understanding of the relationship between democratic leadership style and motivation to discover more knowledge. A leader is someone who sees something that needs to be done, knows they can help make it happen, and takes the plunge. A leader sees an opportunity and seizes it.. He/she sees a future that can be different and better and help others see that picture too.

2. Literature review

2.1 Democratic Leadership Style.

The Project manager style that I am working with is a Democratic style, so he encourages participation, brings more viewpoints to the table and Increases morale and job satisfaction which influence and motivate the team. The democratic leader will make the final decision; he invites other team members to contribute to the decision-making process. It not only improves job satisfaction by involving employees or team members but also helps improve people's skills. According to nadeem, Employees and team members feel in control of their own destiny as they deserve promotion and therefore are motivated to work hard with more than just financial reward. Bouckennooghe, Zafar, and Raja argue that motivation is a key part of leadership. Leadership, among other things, the ability to motivate others to contribute to the effectiveness and success of their groups. Asrar-ul-Haq and Kuchinke argue that motivating employees in the public sphere is very important, as the performance of governments and their management affect our society more than any other organization in the private sector. Democratic leaders rely on group decision-making and the active participation of members. (Nadeem, 2012)

2.2 Autocratic Leadership Style.

The autocratic leadership style puts more emphasis on performance and low emphasis on people. The focal point of power is the leader, and all interactions within the group move towards the leader. The leader unilaterally exercises all decision-making authority by determining policies, procedures for achieving goals, job roles, relationships, control of reward, and punishment."Likert's four management systems also characterized the autocratic leadership style system as an exploitative-authoritarian system where power and direction were top-down, threats and punishments were imposed, communication was poor, and teamwork was lacking". Jung, Jeong, and Mills described an autocratic leadership style on a continuum and noted that autocratic leaders make and publicize decisions. without inviting suggestions from subordinates. Penalties are usually imposed when mistakes are made and the sanctions are in the form of attention or good assignment or making people feel guilty. Motivation in this leadership style is through economic incentives that are external in nature and based on performance." The Organization VP is an autocratic leader who embraces a strong, top-down leadership

approach. however, the team will have a clear vision of expectations and where the project is going, and that everyone knows what is expected of him. Moreover, the organization VP tends to promote teamwork by establishing confidence in the manager's ability to make accurate and effective decisions. Employees become comfortable with the manager's knowledge of the company's industry and processes and gain motivation from the manager's ability to keep the department focused on achieving goals Organization.

2.3 Coaching Leadership Style.

Although GOLEMEN much has been written about coaching, relatively few deal with what Coaching Leadership Style entails. In addition, research on Coaching Leadership Style results is lacking. However, Coaching Leadership Style is included as an important part of several established leadership theories. For example, Meyers argues that Coaching Leadership Style helps employees develop personally and in the long run. The leader supports and encourages colleagues to help them achieve their individual development goals 4. This observation is reinforced by Park et al. who find a correlation of Coaching Leadership Style with organizational learning, personal learning of employees, and the intention of turnover. Leaders further develop and improve their own leadership effectiveness. For example, managers use self-coaching to find solutions to their own problems. The result is more trust and more self-control among managers who practice Coaching Leadership Style. According to Ellinger and Bostrom, leaders who succeed with Coaching Leadership Style have empathy and trust in others, less need for control and management, a desire to help others develop, open feedback, and personal learning and faith that most people want to learn. They also have confidence that these results can be achieved by progressive learning, not by a «sinking or swimming» strategy. In addition to that Coaching leadership style is the approach that creates a high-performance culture. The characteristics of this culture are cooperation, empowerment, and fulfillment. Collaboration is the most important of these features, and this is often compared to the autocratic and control approach that stifles potential. Coaching leadership combines coaching mentalities and behaviors, synthesizing them to create the highest performing type of leadership. The organization Supervisor is a coaching leader where he always tries to advise the team member, produces a positive workplace environment, increases the skill set available to the team member, creates competitive advantages, and turns

weaknesses into strengths.

2.4 MOTIVATION

Motivation is the motivation to pursue and satisfy one's needs. Motivation is a fundamental tool to regulate an employee's working behavior. Work motivation, whether internally or externally, is very important in an employee's life because it forms the essential reason to work in life. Intrinsic motivation is determined by an individual's interest, preference or pleasure and it involves performing an activity for the inherent satisfaction of an activity. External motivation refers to doing something because it is inherently stimulating or interesting. Motivation is total, not partial. The success of every organization depends on its employees' drive to thrive through their efforts, commitment, engagement, practice and persistence. Thus, motivation is an important topic because leadership competencies include the ability to motivate employees (Naile, 2014) as one of the crucial duties or jobs. Leadership begins with the initial effort made to recruit a new employee; proceeds through the entire induction process; and continues every day until the employee departs the organization. This process is cultivated by a manager/leader, motivating new employees and it highlights, once again, the importance of leadership to an organization.

3. METHODOLOGY

The methodology that I used in the research it was the extrinsic and intrinsic motivators based on the previous project that already terminated and how the motivators was effected on the team members. Early research on intrinsic motivation began with the investigation into how extrinsic rewards affected intrinsic motivation for an interesting task. The main reason for this undermining effect is because extrinsic rewards tend to shift the individual's reasons for performing the behavior from internal to external, thus changing the source of the motivation and locus of causality for action. In other words, the desire to entice or com-pel people to comply with standards of socially desirable behavior is sometimes at odds with the preservation and promotion of individual autonomy and intrinsic motivation. The basic premise of the theory revolves around a pyramid, or hierarchy, of needs. The specific levels of needs begin with physiological,

then security needs, social needs, ego needs, and finally self-actualization. The social work manager can consider the types of motivators apparent at each level of the hierarchy. Food, clothing, and shelter are motivators at the physiological level. Security needs include motivators of protection from loss or threats, including job security. Affiliation and acceptance are important motivators at the social needs level. At the ego needs level, self-esteem, status, and recognition are substantial motivators. The manager will need to motivate based on higher level needs, such as those at the social level. When job security becomes an issue due to budget cutbacks or other limitations, a worker at the social needs level may suddenly become motivated by security needs. Lattin warns social work administrators against misinterpreting how Maslow's theory might influence their management style. Although most social workers enter the field out of a desire to help others, the lower order needs are also important to satisfy. Some social work managers may be quick to focus on the higher order needs because they are easier to satisfy in human service agencies due to limited financial resources. Although the profession has accepted and studied many of Maslow's tenets in social work practice with clients, the theory has yet to be tested empirically in social work management practice. The basic premise of this theory relies on the distinction between hygiene and motivator factors. Hygiene factors are related to the work environment and they are usually tied to dissatisfaction with work. Examples of hygiene factors include salary, policies, security, relationship with supervisor and coworkers, and working conditions. Herzberg argued that people are motivated by self-actualization more often than might be considered in Maslow's hierarchy of needs, and he believed in providing more self-actualization opportunities for workers. This theory may be especially relevant to the motivational needs of social workers because it is not the hygiene factors that draw social workers to the field. However, managers must be aware that it is not effective to focus only on motivator factors because many social work agencies have more difficulty providing hygiene factors due to budget restrictions and high caseloads. Good supervision requires attention to both hygiene and motivator factors.

4. RESULT AND DISCUSSION

Employee motivation can be defined as “influencing others in a specific way towards goals specifically stated by the motivator, conforming within organizational constraints” and the level of motivation of the workforce represents one of the most critical factors affecting organizational performance. One of the main reasons for the increasing importance of motivation in the workplace relates to the role of human resources becoming greater in ensuring long-term growth for the business. Employee motivation is an essential component of successful business practice. No matter how appealing products and services a company is providing, how efficient are company’s business and marketing strategy and what size of the budget does a company have to operate, low morale and lack of motivation in employees could be a major problem for companies who aim to make a profit in the marketplace. Through the research, I found that the Coaching leadership style is the best and suitable style in the organization which really motivates followers, inspires followers, and encourages followers. Moreover, democracy is similar to it mostly. Unlike the autocratic style which is not very common in today's business world and motivators are almost nonexistent Finally, Motivation is the most critical psychological factor affecting individual behavior, and its role should not be ignored. (Fisher, 2009)

5. CONCLUSION

This study is an effort to explore the relationship between certain leadership styles and Motivation. The motivators are highly personal. So, the leader must consider each team member individually. Finally, the motivators should appear in each organization which cares about its team member because they are The beating heart of every organization. The success of every organization depends on its employees’ drive to thrive through their efforts, commitment, engagement, practice, and persistence. Thus, motivation is an important topic because leadership competencies include the ability to motivate employees as one of the crucial duties or jobs. Leadership begins with the initial effort made to recruit a new employee; proceeds through the entire induction process; and continues every day until the employee departs the organization. This process is cultivated by a manager/leader, motivating new employees and it highlights, once again, the importance of leadership to an organization. The quality of a manager’s relationship

with an employee is the most powerful element of employee motivation. It creates a professional, positive and respectful attitude and employees are more likely to adopt a similar approach with their peers and enjoy work. finally, as I mentioned above Coaching and Democratic are the most suitable styles in the organization in my opinion and according to the research that been researched.

6. REFERENCES

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