

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 2021-05-20 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

(Paperless Project in KFSHRC)

Introduction:

I believe that leadership is the core stone of success. Many organizations succeeded because they have great leaders who could influence and manage the business in harmonious ways and others failed because they lack leadership styles. When you take care of your people, they will automatically take care of your business. As I am working in a health care organization which is full of challenges and risks, basically in Procurement Department, my main responsibility as a senior buyer and team leader is to cut costs and save resources. In 2019, I handled a big project which aimed to make a big transformation in our department and related ones such as Finance department, receiving department and where-houses in terms of getting rid of all papers and become paperless, as this will save the resources and keep the environment clean, all the transactions will be online, request for quotations, purchase orders, invoices, and other related documents will be only soft copies, no hard copies anymore. My great team and I as their leader, made it. After we achieved our great goal and finished our project on time and within budget and resources, we got its advantages obviously during the ban due to COVID-19, so we were working from home on our computes making all our transactions online with soft copies only.

Literature Review:

The study of information technology in Jan,2015: (Study on A Paperless System Information Technology Essay)

The objectives of the study:

The study emphasized on the importance of going paperless by creating information technology systems which will guarantee effectiveness & efficiency and save efforts, time, and resources which will in return save the environment.

The results of the study:

Unfortunately, some organizations are still using papers around the world as they are still unaware of the great benefits going paperless provides such as: saving time, resources, and efforts and more importantly, saving costs! Also, many people are resistant to change, they do not want to get out from their comfort zone and try new things.

Research Methodology

In this research, I used the Descriptive Methodology to describe, identify and define the main issue and its consequences, assumptions, results and what could be done to face it and solve it.

I used the following tools to collect the required information:

1) Observation tool: I observed the behaviors of all my team members.

2) Questionnaire tool: This tool involved some questions, made by google forms and targeted the team members to discover their needs from the leader (the questions focused on: The leader's kindness, patience, affection, counsel, compassion, and guidance) and to discover what the members need to succeed (the questions focused on: Motivation, Psychological safety, Emotion management and Conflict management)

Results and discussion:

The results from the observation tool were:

My team members have different personalities, as they have different backgrounds, different ages, and experience, so each one of them should be treated differently based on his or her personality. Also, each one of them possess a unique collection of skills and talents which will put each one of them in the right place to achieve the goal effectively and efficiently.

The results from the Questionnaire tool were:

All of them agreed that:

- * The leader is kind, patient, affective enough to succeed and she is always counselling and guiding them to the right direction.
- * The leader is always motivating the team to work more and go beyond expectations, and she can solve conflicts and always ensures that all team members are safe physically & emotionally.

I discovered that:

- * The leadership styles here are mixed of many styles such as:
 - Affiliative Style: The leader has excellent personal connections with internal people (the team members, colleagues, end users) and external people (suppliers and other hospitals).
 - Transformational Style: The leader has a vision of transformation of going paperless.
 - Participative: The leader always shares her thoughts and suggestions with the team members and listen to them and consider their ideas and suggestions.
- * Team leader structure is: Top – Down Team. The team has new members.
- * The team has been already gone though Team Development Stages as follows:

As the team “forming” and coming together, conflicts and disagreements occur because of the differences between the members as each one of them has his or her own way to work together “storming” then the norms of the team will develop “norming” and finally

the team “forming” which means that they will reach to an agreement of how to work together.

As a leader, I must listen to all members, if they have any issues of suggestions and try to come up with an agreement with all of them.

I assume that:

- * The project will succeed because of the adopted mix of leadership styles. (already done)
- * Many team members are new and inexperienced. (Top-Down Structure is the best in this situation)
- * As the team goes through the development stages, productivity for sure will be affected.

References:

- * Study On A Paperless System Information Technology Essay. (2015). Accessed on 12/05/2021. Link:

<https://www.ukessays.com/essays/information-technology/study-on-a-paperless-system-information-technology-essay.php>

- * Focus on 3 Needs to Improve Team Performance. (2020). Accessed on 13/05/2021. Link:

<https://www.ccl.org/articles/leading-effectively-articles/what-does-your-team-need/>

- * Week 6, Lecture 6, Chapter 6. Team Structure and development. Accessed on 14/05/2021. Source: Everyone's Smart University.

