

Everyone's Smart University

Project (Spring 2021)

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

PROJECT LEADERSHIP

Instructions:

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

The project is to build a hospital specializing in autism

1. INTRODUCTION

Project Leadership; The ability of a person to influence the opinions of others and guide them, leadership, ability to communicate and make decisions, leadership abilities, behavior, instincts, work and leadership ethics, as well as the ability to formulate a clear vision, achieve goals on the ground, and monitor individuals in order to achieve these desired goals

The idea of the project is to build a general hospital in which there are all specialties in addition to an autism department. As the owner of the hospital, the goal of the project is to provide medical personnel specialized in autism, as there are no hospitals specialized in treating autism

1.2 The skill chosen in this research is a skill TAME MANAGEMENT (Team structures / Team development stages / Team needs)

Team management is the ability to identify problems and solve conflicts within a group team. There are many leadership styles that an effective team manager can follow to increase employee productivity and satisfaction and build an effective team that works together to achieve a common goal

1.3 The Leadership style in the hospital tends to **Affiliative Leadership Style**

Health administration is a process consisting of a set of functions and activities and seeks to provide health services in its various promotional, preventive, curative and .rehabilitative fields and provides the highest possible level of health services

Leadership Styles

1_ Affiliative Leadership Style

This leadership style focuses on resolving conflicts and establishing personal connections between employees and their managers to build a sense of community and trust. This affects the employees well and brings the employees close to each other.

2_Authoritarian Leadership Style

The leader bears all authority and responsibility and is the center of decision-making and does not allow participation from any position

3_Coaching Leadership Style

They prepare people to increase and grow knowledge and skills

4_Democratic Leadership Style

Leaders participate in decision-making and it depends on the skills and knowledge of team members

5_Laissez-faire Leadership Style

Leaders give authority to employees with complete freedom of decision-making

6_Pacesetter Leadership Style

Leaders set the pace when the leader is a top performer

7_Transformational Visionary Leadership Style

This approach enhances employee integrity, sets clear goals, and encourages employees to take clear steps for effective communication

1.4 effectiveness of the selected skill

- Create an appropriate and stimulating work environment
- Adequate, fair and effective division of roles and responsibilities
- Organizing an action plan and managing priorities
- Problem Solving and Conflict Management
- Enhancing employee job satisfaction
- Offer incentives
- Team development, management and performance evaluation

1.5 the goal of the research

- Building a department specialized in treating autism

- High quality medical service
- Create new investment opportunities
- Operating manpower and improving their standard of living, economic and social
- Appropriate use of hospital resources and assets
- Achieve a high quality level
- Maintaining the level of competitive prices
- Using the latest equipment and technologies in the hospital
- Covering part of the growing demand for medical services

2.Literature Review

"The affiliative leadership style places an emphasis on placing value on individuals, rather than centering on goals and objectives. An affiliative leader has the innate ability to forge strong emotional bonds with others, leading to immense loyalty from the individual. Building strong relationships between others, sets a solid foundation to establish positive team chemistry (Leadership That Gets Results, 2000). With a harmonious group, communication becomes smooth and amiable; members are willing to engage in productive conversation with one another, ideas are traded back and forth, companionship increases, and positive feedback becomes abundant and consistent. A sense of belonging is felt, and this allows for a positive work environment, strong loyalty and very high-spirited employees (Leadership That Gets Results, 2014)."

"Along with this style, autonomy amongst workers is increased, predominantly driven by the trust that members have with one another that the work and task will get done no matter the process used. Affiliative leaders help harbor that flexibility as unnecessary rigid structures are not imposed on the employees (Smith, 2014). Workers have the ability to use the most efficient method"

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for them in order to complete their work, which, in turn can lead to reduced pressure and more favorable performance results.

"One of the greatest qualities of an affiliative leader is the ability to drive motivation among members through solid and consistent feedback. Although commentary remains largely constructive and positive, this empowers the workers and increases their sense of value. This is very imperative today as Millennials begin to take over the corporate landscape. Per a 2014 article by Business Insider, CEO of Twilio, Jeff Lawson, discusses how Millennials enjoys consistent feedback (Smith, 2014). This generation is accustomed to quick gratification given the world of technology they were raised in, and the ample feedback provided allows them to keep tabs on their performance so there aren't any surprises (Smith, 2014). Combining that with an Affiliative leader who will communicate nothing but positive and encouraging remarks, the motivational level with employees will soar."

"DeRosa (2009) asserted that as virtual teams become more prevalent, organizations must take a close look at how to best ensure the success of these teams. Virtual teams' leadership must manage from a distance and will, consequently, face unique issues and challenges."

"Hertel, Geister, and Konradt (2005) summarized empirical research on the management of virtual teams. Rather than consider virtual teams as distinct from conventional teams, the authors considered all teams, whether physical or virtual, on a virtual continuum— i.e., all of them have varying degrees of virtuality. The article identified five phases in the management lifecycle for teams with high virtuality: Preparation, launch, performance management, team development, and disbanding."

"Zaccaro and Bader (2003) noted that today's organizational leader grapples with two interrelated forces: (a) the increasingly global dispersion of divisions and subunits, customers, stakeholders, and suppliers of the organization; and (b) —the exponential explosion in communication technologyll that has led to —greater frequency of daily interactions with colleagues, coworkers, subordinates and bossesll dispersed geographically."

3. METHODOLOGY

Research methodology is the systematic theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge.

3.1 Team Structures

3.1.1 Top-Down Teams: Team members' attachment is to the boss who is primarily responsible for the success of the project and can be singularly responsible for its failure

3.1.2 Interdisciplinary Team: Characterized by equal status of each team member who are each concerned with the success of the project

3.1.3 Superstar-Support Team: Like a surgical team one member performs the most prominent work

3.1.4 Large and Variable-Structure Team: Teams can vary in size, structure, and stability

3.2 Team Development Stages

3.2.1

Forming: Team acquaints and establishes ground rules; formalities are preserved and members are treated as strangers.

Storming: Members start to communicate their feelings but still view themselves as individuals rather than part of the team; they resist control by group leaders and show hostility.

Norming: People feel part of the team and realize that they can achieve work if they accept other viewpoints.

Performing: the team works in open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.

3.3 Team needs



Table 3.1

Frequency and percentage of male and female employees:

Gender	Frequency	Percent
Male	43	61.4
Female	27	38.6
Total	70	100

It can be seen from the above Table 1 that out of the total of 70 employees, 61.4% of the employees are male and 38.6% are female. It indicates that males are more but females have opportunities in the company

Table 3.2

Team Structures

In which a Structures employees want to work

Structures	Top-Down Teams	Interdisciplinary Team	Superstar-Support Team	Large and Variable-Structure Team
Like	4	20	35	11
Dislike	31	9	7	23

It can be seen from the above Table 3.2 more employees like Superstar Support Team it the same time more employees dislike Top-Down Teams

Team Development Stages

Table 3.3

In which stage disagreements begin

Team Stages	Forming	Storming	Norming	Performing
Percent	7%	88%	3%	2%

As a leader I must be very aware of the problems that arise in the Storming Stage before they go on so that the team will not stop working until I reach the Performance Stage

Team Need

Table 3.4

What are the main needs of the Teams

Teams Needs	Trust	Managed Conflict	Commitment	Accountability	Results Focus
Employees need	First need	Second need	Third need	Fourth need	Fifth need

As leader you must meet the needs in order starting from Trust to Results Focus

4. Results and Discussion

It can be seen from the above **Table 3.1** that out of the total of 70 employees, 61.4% of the employees are male and 38.6% are female. It indicates that males are more but females have opportunities in the company and you can be seen from the above **Table 3.2** more employees like Superstar Support Team it the same time more employees dislike Top-Down Teams and it the **Table 3.3** As a leader I must be very aware of the problems that arise in the Storming Stage before they go on so that the team will not stop working until I reach the Performance Stage and it the **Table 3.4** As leader you must meet the needs in order starting from Trust to Results Focus

Looking at the results as a leader I must use the Superstar-Support Teams Structures and take great care in the Team Development Stage especially in the Storming Stage at the last you must meet the need of the start from the Trust to the Results Focus To build a great team

Yes, the results support the objective of the project

5. References

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