

Everyone's Smart University

Project (Spring 2021)

Student Name	SALEH HAMED ALRAEGI.....	اسم الطالب
Students I.D	2021201466.....	الرقم الجامعي

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. (اختياري).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN SAUDIA

Introduction:

This research aims to study the relationship between the leadership style and conflict management skills in SAUDIA. I'll choose two of the leadership styles in this study. The democratic and Autocratic leadership styles in this study.

Leadership engaged in resilient terms as a new effective approach for resolving conflicts, managing employees within organizations. "The effective leader must be a good diagnostician and adopt style to meet the demands of the situation in which they operate". The amount of direction and social backup a leader gives to subordinates depended on their styles to fit the context. (Kenneth & Heresy 1988). A conflict management style is an approach that focuses on satisfying the needs of both parties in conflict situations, supervisors and subordinates tend to build relationships based on trust and respect. Leaders know that conflict is a natural part of working in groups. They learn and practice effective strategies for managing conflict, including ways to manage their own emotions, address their own conflicts, report others' conflicts, practice assertiveness, aid negotiation and Promote mediation (Kirega, 2006).

Literature Review and Conceptual framework:

Leadership may be defined as a process whereby an individual influences a group of individuals to achieve a common goal" (Northouse, 2010, p. 3).

Conflict management refers to the modes used by either or both parties to cope with a conflict. (Adler and Towne 1990)

Democratic Leadership Style has been called a participative style because it suggests that leaders allow followers to participate in the management process. There are times when allowing followers to participate in management decisions can cause some democratic leaders to fear losing control. Richard (2001) suggests in democratic leadership, the role of the leader is not just solving problems but more importantly is to

identify the conditions for effective solutions. Democratic leaders are motivated by highly skilled and experienced employees who are not afraid to express their opinions.

Autocratic Leadership Style Autocratic leaders limit self-determination and autonomy and push followers to accept their ideas. Such leadership decrease subordinates sense of control and goal striving and increase powerlessness. Autocratic leaders are in complete control as they push their followers to conform to their image. They leave little room for free thought. Although not a popular approach to leadership there are situations when it is most suitable, for when an organization is in a crisis and followers require clear and concise direction.

The Thomas-Kilmann Conflict Mode Instrument (TKI) assesses an individual's behavior in conflict situations that is, situations in which the concerns of two people appear to be incompatible. In conflict situations, we can describe a person's behavior along two basic dimensions*:

1. Assertiveness, the extent to which the individual attempts to satisfy his or her own concerns
2. Cooperativeness, the extent to which the individual attempts to satisfy the other person's concerns.

These two dimensions of behavior is used to define five methods of dealing with conflict as follow: (Competing, Collaborating, Compromising, Accommodating and avoiding

Methodology:

A qualitative research approach was the method adopted in this study. It involves collecting and analyzing non-numerical data to understand concepts, opinions, or experiences. The methods I used are:

- Observations: recording what I have seen, heard, or encountered.
- Interviews: personally asking more than 10 years experienced leaders' questions in one-on-one conversations.

- Previous studies

Results and Discussion:

- Leadership style impact to conflict management including: avoiding, competing, compromising, collaborating and accommodating.
- Leaders must ensure they continuously communicate with their team as well as articulate a vision.
- In democratic leadership, the role of the leader is not just solving problems but more importantly is to identify the conditions for effective solutions. Democratic leaders are motivated by highly skilled and experienced employees who are not afraid to express their opinions.
- In autocratic Leadership Style, Autocratic leadership – makes decisions unilaterally as a dictator, this style is command and control centric.
- Leadership and conflict management depend largely on the philosophy, mission, vision and goal of the organization.
- Majority of respondent preferred autocratic leadership style in comparison democratic leadership style when dealing with conflict management
- It is recommending to have another study to consider the gender and age as I believe the gender will play a great role in selecting the leadership style.

References:

- Adler and Towne (1990), Looking out Looking in
- Northouse, (2010), Leadership: theory and practice
- Richard, A. (2001). Democratic Approaches to Change: Make a Big Difference in Turbulent Times
- Kenneth W. Thomas, Ralph H. Kilmann (1997), Thomas-Kilmann Conflict Mode Instrument