

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 9 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 موحّد كما يلي:
 - 0 حجم الخط 12.
 - 0 نوع الخط Arial.
 - 0 لون الخط أسود.
 - 0 المسافة بين الأسطر 1.5 line spacing.
 - 0 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.

- o Prioritization (Using tools for Estimation – Scheduling – Tracking – prioritizing stakeholders).
- o Team management (Using Team structures – Team development stages – Team needs).
- o Embracing Accountability (Using RASCI)
- o Conflict resolution (Using the Thomas-Kilmann conflict mode instrument).
- o Motivation (Using one theory of motivation – Types of motivators).
- o Communication in the project.
- o 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 المشروع. 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.

- o Prioritization (Estimation – Scheduling – Tracking – prioritizing stakeholders).
- o Team management (Team structures – Team development stages – Team needs).
- o Embracing Accountability (RASCI)
- o Conflict resolution (The Thomas-Kilmann conflict mode instrument).
- o Motivation (Using one theory of motivation – Types of motivators).
- o Communication in the project.
- o 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

Affiliative leadership style and communication skill

Introduction

The concept of leadership according to the business dictionary refers to a person's ability to organize and lead a group of people. Leadership, as indicated in the dictionary, includes establishing a clear vision and then sharing it with others, and the knowledge necessary to achieve this vision on the ground, [1] and other definitions of leadership are the ability of the individual. Leadership includes the ability to make the right decision from among the many alternatives that exist, and it also includes the ability to find and formulate a clear vision, set achievable goals on the ground, and follow up on individuals in order to achieve these goals after providing everything they need to achieve the goals. One of the most important characteristics of a leader is positivity. A good leader is one who is able to create a work environment dominated by positive energy and high morale among the employees.

Affiliative leadership style

If the affiliative leader can be described it would be harmonious. It is the most emotional leadership and promotes positivity, a harmonious workplace and team building. Their goal is to build a healthy environment and a collaborator team to achieve the organization goal. Affiliation leaders strive to keep employees happy and create a harmonious work environment. These leaders try to build a strong bond with their team, hoping that these relationships will bring a strong sense of loyalty in their followers. Also, there is a study for Hay / McBer examined the observations of thousands of executives trying to understand their behaviors, and their impact on the work environment. It also known that affiliative leadership is one of many styles of leadership that positively impacts employees.

Communication skill

Great leaders throughout history have been known for their skill in interacting with others openly and smoothly, whether driving on the battlefield or in business communication skill is highly valued. The effective communication skill that the affiliative leader have it, is the only way to keep the team organized and motivated to reach that goal.

Affiliative leadership style has a great communication skill. They clearly describe what needs to get done, then succinctly summarize the steps required to achieve success. Unlike other leaders, the affiliative leader puts their primary focus on positive feedback to create success.

This style Emphasizes connection, harmony, and conflict resolution.

It is Good for teams in need of a morale boost (team need to repair). Creates effective teams and it Increase employee morale. as It Builds employee trust, provides guidance during crises, resolves conflicts more efficiently. and it reduces workplace stress.

Literature review

Daniel Goleman is credited with conceptualizing affiliative leadership in 2002. Affiliative Leadership was presented as one of the Six Leadership Styles by Goleman. His research revealed that an affiliative leader focuses on resolving team conflicts so that all team members feel positively connected to each other. Team tensions often prevent organizations from achieving their goals. Affiliative leaders attempt to solve this problem by strengthening relationships and connecting with each team member on an emotional level. Affiliative leaders can be very helpful when a team is in deep crisis or in turmoil in such a way that a new team needs to emerge. Furthermore, when shaping a new team from scratch, affiliative leadership is extra beneficial since it creates trust and a sense of belonging that can weld the team members together in a good way. Here's a great book on how to build a team on a platform of trust: The Five Dysfunctions of a team.

One needs to be careful with this leadership style though since it can go too far. Most organizations have long-term reasons to exist, and those are rarely that the employees shall have as peaceful an existence as possible. A leader that becomes friends with his or her team and an organization that prioritizes harmony above achieving business goals can be a long-term performance problem.

Methodology

As per the research in the advanced project management, a questionnaire was conducted for the team to measure the extent of their satisfaction with their affiliative leader, and the effect of his personality on their achievement at work.

Result and discussion

Without a sound communication system, affiliative leadership style gets failed. Because the main success of this leadership style depends on how leaders communicate with the team, and how the team communicate with each other. After completing the questionnaire, the strength of communication skill in a personality was discovered. And affiliative leader enhances the creativity and innovation, reduce stress and increase motivation and satisfaction.

References

[Affiliative Leadership - What is it? Pros/Cons? Examples? \(leadershipahoy.com\)](http://leadershipahoy.com)

<https://www.google.ae/amp/s/www.successfulworld.com/affiliative-leadership/%3famp>

<https://futureofworking.com/affiliative-leadership-style-advantages-disadvantages-and-characteristics/>

<https://www.gofluent.com/blog/effective-communication-impacts-leadership/>