

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. (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 Communication Skills on Project Success

1. Introduction

This study aims to describe the importance of communication from a leader during the dam construction project. The study considers the case of Freehills Construction Company, an international company known for handling colossal building and construction projects. The success of their construction projects depends on the characteristic of the managers, especially their leadership and communication skills. Communication is an integral part of managing and executing projects. It includes communication between stakeholders and other people in the project. The personality of a leader determines the style they choose when working in different environments (Demirkesen & Ozorhon, 2017).

A good leader should determine the style that suits a given situation to suit the circumstances. The choice of a communication style differs from one leader to another and from a project to another. Besides, communicating with people remains an intrinsic part of leadership. It is essential to ensure information is passed down to all the people involved in a construction project. The study's main objective is to determine, evaluate, and analyze the importance of communication from the project manager during a dam construction project.

2. Literature Review and Conceptual framework

The success of projects involving more than one person depends on the ability of the leader to communicate with the members involved. It is impossible to complete any project when individuals operate in isolation. Communication skills are essential as they enable people to interact with other professionals and clients. The project manager must establish a cooperative relationship with the team members to create a good environment, interact with clients and select an appropriate leadership style (Demirkesen & Ozorhon, 2017).

The personality of a leader depends on emotional and interpersonal skills. Emotional skills help leaders to make decisions in difficult situations with courage and take responsibility for their actions. Interpersonal skills provide leaders with self-confidence when they communicate. Emotional skills boost interpersonal skills, while interpersonal skills are related to technical skills. On that front, all leaders require the same level of competence. The most important skill a project manager may possess is communication skills. At various levels of the project, the team will have to ask questions, explain and discuss concepts. In construction projects, for instance, the managers are involved in oral communications most of the time.

Various studies have been conducted in the past on the importance of communication skills. Effective leadership is rooted in the presence of practical communication skills. Studies show that people who are reluctant to communicate cannot make good project managers. These people depend on producing projects in time and using the set budget. They should also manage effective communication and interaction between organizations and the people. Ineffective communication may result from distrust, negativism, stubbornness, disorganization, and arrogance. Poor interpersonal skills affect communication which is the reason behind the failure of most leaders. Good communication skills create and foster trust and understanding between the leader and the project team. The communication is vertical, horizontal, lateral, and diagonal. The project manager should develop a leadership style to foster efficient communication with all the stakeholders (Zhang, Cao & Wang, 2018).

3. Methodology

Data collection for this project was conducted using questionnaires. There were also interviews for various select groups such as architects, engineers, construction managers, quantity surveyors, and project managers. Other methods used include direct discussions of the members of these elite groups. The questions should seek to determine the characteristics that determine the effectiveness of communication skills in a dam construction project. Apart from the primary data collected using a questionnaire and interview, we sought further information from secondary sources to provide the

required comparison. The data gathered was analyzed to determine how the practical communication skills of a project manager would help in the dam construction project.

4. Results and Discussion

The project managers who have teams that trust them to complete the projects successfully stand a better chance of meeting the tasks. The members should integrate, collate, share and collaborate knowledge and information about project objectives. Communication of a project manager is not only oral but includes their personality, behavior, and attitude. All the members should have the freedom to make observations and express their ideas during the project. Information flow should be lateral, horizontal, vertical, and diagonal to provide necessary feedback. Effective communication is essential in ensuring that a project is finished using the resources and time stipulated.

The study shows that the people-oriented approach is one of the effective methods of project management. Leaders who allow team members to take more responsibilities are more likely to succeed than those who keep it to themselves. Allowing team members more commitment boosts teamwork, collaboration, and trust within the project team. The leaders can also share visions with the members to determine the suitable style for a specific project (Johnson & Hackman, 2018).

Leadership studies have taken place over time. The manager's communication skills are one of the most critical factors that determine the success of a project. Project managers are chosen based on the skills they possess. In a project where a leader communicates with the members, there is a high chance of success since they can share ideas and vision. Leaders lead through effective communication, and it should take place in all directions. It helps them to choose the most effective leadership style that suits the project. Effective communication helps the manager to come up with ways to complete the project within the schedule.

5. References

- Demirkesen, S., & Ozorhon, B. (2017). Impact of integration management on construction project management performance. *International Journal of Project Management*, 35(8), 1639-1654.
- Johnson, C. E., & Hackman, M. Z. (2018). Leadership: A communication perspective. Waveland Press.
- Zhang, L., Cao, T., & Wang, Y. (2018). The mediation role of leadership styles in integrated project collaboration: An emotional intelligence perspective. *International Journal of Project Management*, 36(2), 317-330.