

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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**

Leadership and Accountability Matrix

1. Introduction

Leadership is the ability to motivate and drive a group of people to act toward achieving a common goal, this would enable the leader to direct workers or colleagues to achieve a company's goal with a solid accountability criteria in order for them to accept their responsibility in a transparent manner.

The transformational approach to project leadership serves as a positive role model for the project team. When project leaders adapt their style to meet the needs of individual team members, the project is more likely to achieve a positive outcome. Individual consideration is directly linked to project success[4].

So leaders need to find the best approach of the leadership styles that matches the team and start implanting the RACI concepts and coach team members

2. Literature Review

2.1. Leadership

Leadership captures the essentials of being able and prepared to inspire others. Effective leadership is based upon ideas—both original and borrowed—that are effectively communicated to others in a way that engages them enough to act as the leader wants them to act.

A leader inspires others to act while simultaneously directing the way that they act. They must be personable enough for others to follow their orders, and they must have the critical thinking skills to know the best way to use the resources at an organization's disposal.[1]

2.2. RACI Accountability Matrix

RACI matrix is a responsibility assignment chart which frames a clear map about every task, milestone, or key decision involved in completing the project and assign tasks and responsibilities to different team

members. A team consists of members who are responsible for each action item, accountable for every deliverable, and some members need to be consulted and informed. At the core level, the RACI matrix will help to figure out your clear expectations about project roles and responsibilities. It also motivates team members to take responsibility for their assigned task or defer to someone else needed.[2]

2.3. Leadership and Accountability Matrix

leadership role to implant the sense of accountability for individuals is an important aspect for project managers to. It is the role of the leader to adapt and coach the team members, colleagues and workers to accept the RACI accountability and the related aspects of it.

3. Methodology

Software Development Projects have been often in news for wrong reasons, on account of project failures, schedule slippages, cost overruns and poor quality of software produced. This paper is the result of an study carried out to address this unpleasant reality by evaluating the methods & practices of Responsibility Assignments actually used and practiced on the software development projects selected for this study (from businesses and IT-industry in India), with overall objective of proposing better methods and prescriptive guidance for improving the chances of successful completion of business critical software development projects. This study has found that RACI Matrix is either not used or under-used during the course of planning & managing software projects studied, concluded as a factor contributing to Chaos of Software Projects. This paper also proposes a simple RACI-Matrix that can be employed by software project teams as a tool early in the project life cycle to set the expectations with stakeholders, to help successful completion of business critical software development projects and realization of business objectives for which the projects were undertaken.[3]

4. Results and Discussion

It is well known that software companies do not get along with waterfall project management style. Hence will less companies adapting the aspects of the traditional project aspects, tools and techniques. In the above study it was vivid to that the company has suffered from chaos since they do not work in way that assigns responsibility to each team member, in fact many agile approaches encourages leaders to have no single responsible member but to go with the team responsibility and the self-managed team concepts. What we can get from this study is that if the company used the RACI Matrix they would have embraced the responsibility for the team members which will eventually will lead to meeting project and software delivery deadlines

5. References

- 1- <https://www.thebalancesmb.com/leadership-definition-2948275>
- 2- <https://www.planstreetinc.com/raci-chart/>
- 3- <https://ieeexplore.ieee.org/abstract/document/6783449>
- 4- [https://www.pmi.org/learning/library/impact-transformational-leadership-approach-project-success-8001#:~:text=The%20transformational%20approach%20to%20project,to%20project%20success%20\(r%20%3D%20.](https://www.pmi.org/learning/library/impact-transformational-leadership-approach-project-success-8001#:~:text=The%20transformational%20approach%20to%20project,to%20project%20success%20(r%20%3D%20.)