

Everyone's Smart University

Project (Spring 2021)

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Section
Master

Date
Thursday
18 / 03 / 2021.

Course Code
(PMG511)

PROJECT LEADERSHIP

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS

1.0 Introduction:

Leadership is a concept of how well you lead a team into the goals and objectives set by you. Leadership is how to motivate your team to act toward achieving a common goal. effective leaders have ability to communicate well, delegate responsibilities, listen to his team, and have flexibility to solve problems. A true leader knows that not power, but vision and responsibility is the ultimate key to successful leadership. 'Leadership style is a term that has been defined in numerous ways—mostly refers to the characteristic way an individual leads other" [1].

In my organization there are many leader styles but through this research I'm going to talk about my manager in the company the leadership styles we have is Pacesetting leadership, to define this leadership style he has that passionate about increase in quality and productivity, works best when team is already motivated and skilled and he need quick result. The effectiveness of this leader is when the company need to achieve quick result from any project. As we know this leader have can overwhelm the team and squelch innovation, has difficulty delegating.

I will choose to talk about motivation skills. motivation is defined as the process that initiates, guides, and maintains goal-oriented behaviors. motivation is process inducing, inspiring and energizing people to work. Theories of motivation divided into content theories and process of theories. there are different types of motivation we have studied intrinsic motivation like and extrinsic motivation like.

The goal of this research is how to improve Pacesetting leadership style along with to get best performance in projects and how to to remove impact climates in work with this kind of leadership. also, how to get the most effective way to use the pacesetting style.

2.0 LITERATURE REVIEW:

A successful pacesetter leader appears on the screen during critical situations when he shows the extraordinary skills along with his team members. The most famous example of pacesetter leader is Jack Welch commonly dubbed as Neutron Jack. He began his career at General Electric in 1960, and by 1981 Jack Welch was named the company's eighth Chief Executive Officer. While Jack was also known for his informal approach that allowed him to interact with employees at all levels in his organization [2]. There is existing knowledge that leadership is a fundamental requirement for the realization of the strategic goals of every organization. This is because no business can run successfully without effective leaders among other factors. According to Goleman (2000), with pacesetter style "the leader sets extremely high-performance standards and exemplifies them himself. He is obsessive about doing things better and faster, and he asks the same of everyone around him. He quickly pinpoints poor performance and demands more from them" (p.86). Goleman further asserted that the pacesetter style destroys climate. Many employees feel overwhelmed by the pacesetter's demands for excellence, and their morale drops. Also, that guidelines may be clear in the leader's head, but she does not state them clearly; she expects people to know what to do and even thinks "if I have to tell you, you were the wrong person for the job". More so, flexibility and responsibility evaporate; work becomes so task-focused and routinized and gets boring. Goleman concluded that the approach works well when employees are self-motivated, highly competent, and need direction or coordination [3].

3.0 METHODOLOGY:

We will make method to do What inspires employees to provide excellent project, a company's products effectively, or achieve the goals set for them. even with pacesetter leadership style Motivation is one of the forces that lead to performance. We need to give this leader a course on how to motivates people so, in this case we recommend to him content theories of motivation. The theories presented in this section focus on the importance of human needs. A common thread through all of them is that people have a variety of needs. A need is a human condition that becomes "energized" when people feel deficient in some respect. explained to him the most common examples of content

theories are Maslow's hierarchy of needs, Alderfer's ERG model, Herzberg's two-factor model, and McClelland's need for achievement, affiliation, and power. We will try to motivate employees by makes rewards. to give them self-motivation. to comply with their leader [4].

4.0 RESULTS AND DISCUSSION:

In conclusion the pacesetting leadership style is one that is best served in small doses. It serves to help launch a project or to help complete a project within a tight time frame. However, the style will wear thin on the team if utilized too often, as pressure builds, and people are left feeling burnt out and left behind. In this research we try methods for this manager's style to make benefits for the company from his leadership style from his ability to achieve results quickly and put him in a project that fits with his style. Also, we recommend to him content theories of motivation to improve motivation in a team in that will give outstanding performance of the team. and change the teams to make it perform at a high level. The pacesetting leader should know his stuff inside-out. We try to change the negativity of this style, we found how it's important to motivate employees they work with this kind of leader in organization to perform highly successful projects.

Finally, we discovered that pacesetting leadership style has a negative trait, but a company needs that kind of leader. one of the pros of the pacesetting leadership style is they can quickly achieve business results.

5.0 REFERENCES:

- 1- [Avery GC. Leadership for sustainable futures: achieving success in a competitive world. Cheltenham: Edward Elgar Publishing Limited; 2005.]
- 2- [Leadership That Gets Results. (2000, March 1). Retrieved March 13, 2015, from leadership-that-gets-results website]
- 3- [Dulewicz.V., & Higgs.M. (2003). "Leadership at the Top: The Need for Emotional Intelligence in Organizations", The International Journal of Organizational Analysis, Vol. 11 Iss: 3, pp.193 -210]
- 4- [A Theory of Human Motivation Kindle Edition by Abraham H. Maslow]