

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. (خيارية).

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

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

Leadership and Communications

Introduction

What is Leadership: it has many definitions like “is both a research area, and a practical skill encompassing the ability of an individual, group or organization to "lead", influence or guide other individuals, teams, or entire organizations”. “And a process of social influence in which a person can enlist the aid and support of others in the accomplishment of a common task”. If we focus on the intersection of all definitions, we can find that leadership is how the head manager control the work environment, people and resources to achieve the organization’s goals.

In addition, to make your leadership success you should have a good communication skill. What is communication? it is simply the act of transferring information from one place, person, or group to another. Every communication involves (at least) one sender, a message, and a recipient. In any work environment we could see clearly how the team members communicate with each other.

The main leadership style that I think it has huge impact in future is Transformational / Visionary Leadership Style. It will have effects on long-term goals. It will take the communication to upper level and help work environment to be more professional.

We will focus on what is the best style in the leadership and the communications in the work environment from researcher perspective.

Leadership and Communication

In work environment you will see how many people from different backgrounds communicate. As much as the communications were built on trust it will lead the company to work more effectively. The question is could we have a good leader to lead them all and build the trust. The answer is absolutely “yes”, we could but it will take time. To reach to that point (good communication sphere), we must create a process of how the team will contact and communicate inside the team and with another outside parties. From this point we should start then, we should ensure every employee provide the correct information to his team. We will go through the communication styles and leadership styles and discuss how they will work together.

1.1 Communication Styles

Every person has a unique form to interact with others. Based on articles posted on March 27, 2018 (Alvernia University). There are four types of communication styles.

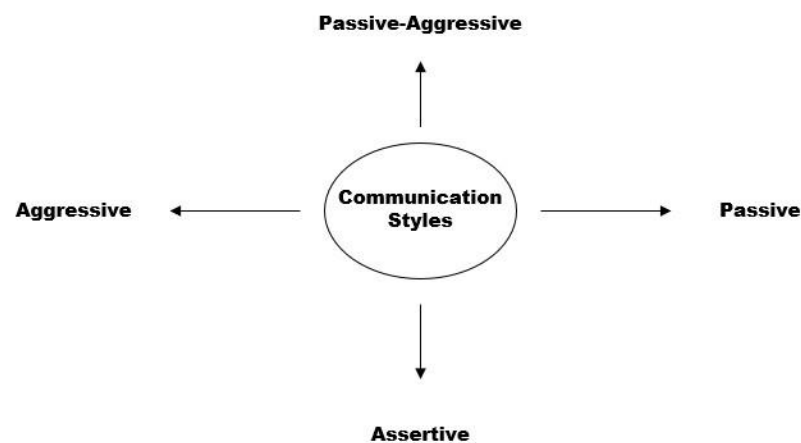


Figure 1 communication styles.

Here we are defining them shortly:

1. Passive: Individuals who use the passive communication style often act indifferently, yielding to others.
2. Aggressive: It is often apparent when someone communicates in an aggressive manner. You will hear it. You will see it. You will feel it.
3. Passive-Aggressive: users appear passive on the surface, but within he or she may feel powerless or stuck, building up a resentment that leads to seething or acting out in subtle, indirect, or secret ways.
4. Assertive: Thought to be the most effective form of communication, the assertive communication style features an open communication link while not being overbearing. Assertive communicators can express their own needs, desires, ideas, and feelings, while also considering the needs of others.

As a leader if you want to make your team work effectively you should use the fourth style (Assertive Communicator). Assertive communicators aim for both sides to win (win-win role) in a situation, balancing one's rights with the rights of others. So, you do not worry about the organization or project's goals. It will be achieved because it is matched with team members needs and expectations. They will ensure to complete their tasks on time.

1.1.1 Organization Culture and Communication

"The business culture is the system for shared values, beliefs and customs which are interacts with formal structure and make a standard for behavior." (Borgulya – Barakonyi 2006).

"The Company's communication is the mirror of the organizational culture." (Borgulya 2001).

The internal and external communications in the organization are important factors that affect the company's success. Internal communications keep the process of work

continue smoothly inside the organization. While the external communications save organizations rights when it deals with market, banks and media. For financial, ADS (advertising) work ...etc.

1.2 Leadership Styles

In leadership there are seven types or styles. Every one of them have pros and cons we will not list them all, but we will focus on the most important one which would have a long-term goals and effects.

You do not want to be Democratic leader who spend most of his time listening to boring complains. Or Coaching Leader who build his team skills from zero, that would cost time, and a lot of effort. At the same time there is no organization needs a Laissez-Fair Leader, who leave the decision to his followers. Remember that a group with no leader look like a ship without captain. The conflict between team members will produce a lot of inconsistent decisions.

1.2.1 Visionary Styles

Most leadership form that converts entire organization to one goal is Transformational / Visionary Leadership Style. The president of the firm will give clear vision to all his subordinates. There will be a milestone everyone could see it and measure and estimate his performance based on how/when he finished his tasks.

Unfortunately, this type of leading has its own negatives; gives more feeling of optimistic and may affect the productivity. To solve this issue, you should keep in touch with team obstacles (real life troubles) and try to find solutions for these problems to control level of optimistic in your team.

Discussion

In this study, we showed that the communications and leadership styles and the importance of them. I think if we combine the two styles of communication and leadership it will work together effectively and eliminates their negatives. The first one will push the leader to encourage his followers and give them trust (short term management), while the second one will make a leader how gather all team members to achieve common goal (long term management).

References

- Western, Simon (2019). Leadership: A critical text. London: Sage.*
- Chemers, M. (1997). An integrative theory of leadership. Lawrence Erlbaum Associates, Publishers.*
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- Samuel Malachowsky. Project Team Leadership and Communication.*