

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

Introduction

The success of any organization is dependent on numerous factors. Every organization aims to be successful in its unique way. Success can be viewed as increased sales, increased market shares, or stakeholder satisfaction. In this essay, I take a look at leadership. Leadership is the act of motivating people to achieve a common goal in an organization, leadership assists in achieving organizational goals. The management is often responsible for setting goals and creating a path to achieve success. Leadership skill is, therefore, an essential factor that contributes to success at any organization. In the case study, we will consider one of the leadership styles that is described as an autocratic/authoritarian leadership. This style of leadership describes the leadership approach in which the leader has total authority over his or her followers, and he or she also controls all the decisions that the team has to make.

Autocratic leadership has a range of advantages when it comes to achieving objectives. Firstly, this leadership is effective in time-sensitive situations for making quick decisions. The “I tell” notion, which is the key feature of this style, allows leaders to make quick decisions, delegate tasks, control activities, and respond quickly to emergencies. Besides, hospital environments are associated with high need for timeliness, and quick decisions are just what can help save lives during emergencies.

Secondly, the full-control nature of the autocratic leadership style is significant in situations that require “zero error” activities; this style of leadership addresses issues of task overlaps or conflicts that can result in adversities. In the study, multiple advantages are observable about the style of leadership. The style has well-defined individual roles that minimize employee conflict, avoid duplication of work since only one person schedules and controls tasks, all of which help to save time and avoid risks of errors. It is also worth mentioning that this style of leadership is associated with quick and effective coordination of followers due to less formalities or protocols for giving directions or responding to prompts.

Just like any other leadership style, or anything for that matter, autocratic leadership style also features certain disadvantages. First, the total control over followers, which

does not consider their perspectives or their preferences, discourages team inputs, and also impair team morale. Actively engaging and motivating employees are invaluable practices that a leader should consider, especially in a hospital/health setting where workers have to remain motivated to also impact good performance onto their patients; however, authoritarians discourage workers with their domination in everything. Second, this leadership style shape workers behavior to only work better under supervisions, otherwise a lot would lag behind followers are left to decide on their own after they have been used to being directed at all times (Hunt & Fitzgerald, 2018). Last but not least, autocratic style of leadership is also associated with poor levels of creativity and innovativeness; the entire team depends on the ideas of their leader, and their creative inputs and irrelevant. Some of these disadvantages are featured in the case study.

How Leadership skill results in our organization success

How Leadership skill results in our organization success, Participative leadership style might be complementary to leading. Participative leadership, also referred to as democratic style of leadership, is an approach of leadership in which the leader not only considers perspectives of his or her followers but also encourage their active participation is decision-making processes. This style of leadership fully engages workers, encourage and respect their participation thus, also fostering creativity within the team.

Motivation is essential for effectiveness and efficiency in goal attainment. It is considered an important part of success and prosperity for any team or an organization. In the healthcare setting, Al Rahbi and the colleagues argue that motivation entails the degree of willingness among employees toward inputting and maintaining more efforts and commitment that effectively and efficiently achieve organizational goals. However, Al Rahbi and the colleagues acknowledge the role that leadership style plays in shaping motivation among followers. People are motivated when they feel engaged, which implies that their perspectives are considered and respected in all workplace activities, and their inputs are appreciated and encouraged.

Good leaders often have good leadership qualities. These qualities translate to good management. Skills such as good communication are essential as leaders will often pass

information to stakeholders, including employees and shareholders. A clear line of communications often makes organizations perform better. Additional leadership skills such as active listening and creativity make up a good leader. Leaders that include such skills create a conducive environment for employees to work. However, most importantly, such skills assist in the innovation of an organization.

Other aspects often lead to the success of any organization. Leadership isn't the only factor that often leads to success. Aspects such as financing are essential for the success of any organization. An organization without adequate financing will often fail. Therefore, an organization can have good leadership with desired skills, but the lack of resources will often lead to the company's failure. Companies such as Blockbuster (1985 – 2010) experienced the same fate as the company failed due to bankruptcy. This is to show that leadership isn't the only aspect essential in the success of an organization. Organizations, therefore, need adequate financing to succeed. Therefore, the success of any organization doesn't entirely depend on leadership skills since other factors contribute to success. These factors also impact management and the company in general.

Conclusion

In conclusion, the case study features an authoritarian style of leadership. It has its advantages, such as being effective in emergency situations in which timely decision making is necessary, but it also impairs employees' morale among other disadvantages. Motivation aspects of this leadership style is arguably poor, and it becomes quite difficult to maintain work output under little supervision. In this regard, it is imperative that adopt the democratic leadership style to compliment the current approach toward motivating and engaging workers to perform better.

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