

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس 20-05-2021 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 المشروع. 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

The Effect of Transformational leadership Style on Organization

Introduction

Leadership is visualized as a process in which one or more people influence a group of people to move in a specific direction. The word leadership has been used in various aspects of human endeavor such as politics, business, academics and social business. Messick and Kramer (2004) argue that the degree to which an individual exhibits leadership traits depends not only on his personal characteristics and capabilities, but also on the characteristics of the situation and the environment in which he finds himself. Therefore, the individual will support the organization if he believes that it is through it that his personal goals and objectives can be achieved and if not, then the interest of the person will decline. Leadership occurs when a group member modifies the motivation or competence of others in the group. Nongo (2009) states that leadership involves an unequal distribution of power between leaders and members of a group. Group members have power, but leaders usually have more powers. According to Rashin (2001), leadership is directly related to the practice to which people are devoted.

Many organizations fail due to the ineffective leadership style of the management team of this organization and the organization in such a situation, and the workers are not well organized or controlled or coordinated, and the effect of this position arises from ineffective leadership style, low productivity, high operating cost, ineffective employee attitude. Collaborator. And so on.

All this in the long run leads to the closure of the organization. Some organizations face the problem of seeking sources for competent leaders who have personality, knowledge, intelligence, and experience to lead. There are many leadership styles but for this study, transformational leadership, transactional leadership, and laissez-faire leadership style were considered. A transformational leadership style is more effective, productive, innovative, and follower-satisfying as both parties work for the benefit of the organization driven by shared visions and values as well as mutual trust and respect.

I Yang, for his part, believes that effective leadership is unique ways of integrating employees

with the organization to achieve its vision or goals and that the effectiveness of a leader depends to a large extent on the methods adopted by managers which he says are central to the management of organizations.

Objectives of the study

- 1- Determine the impact of leadership on organization and performance.
- 2- Study the relationship that exists between leadership and organization performance.

2. Literature Review:

The role of a leader in an organization is to help identify worthless goal, help devise appropriate strategies to achieve such goals and provide direction and motivation for the group so that agreed upon goals can be attained. The leader must recognize the value system that operates in a variety of work group and situation. They must listen to questions as well as provide answers. He must comprehend the difficulty of being a subordinate so as to understand the fear.

There are some qualities that a good leader must possess in order to enhance the affairs of an organization; some of such qualities are as follows:

- ✓ Ability to be objective: Leaders should examine each situation before making decisions. Objectivity is the ability to look at issues and problems rationally or impersonally without bias.
- ✓ Ability to be perceptive: This entails the ability to observe or discover the realities of one's environment. Leaders in organization need to know the objectives and goals of the entire organization so that they can work to support these goals.
- ✓ Ability to establish proper priorities: The ability to recognize what is important and what is not. A leader is to know which alternatives are worthy of consideration or not.

Methodology

The methodology used in this research is qualitative research. Employee in the organization asked about how they see the effect of the mentioned leadership styles in the organization. The methods used are making an interview with the employee and make some survey.

Results and Discussions

Leadership is the process of influencing the activities of an organized group and directing them to achieve goals by communicating with them. Therefore leadership is based on the interpersonal relationship. Hence the leader must belong to a group. What this means is that leadership thrives in the organization.

According to Adebakin and Gbadamosi (1996), an organization consists of two or more people who exist continuously with the goal of achieving the set goal (s). Each organization consists of three major components, which must be effectively linked to the leadership goals and objectives to be achieved. They are management, time, people, and task. Within an organization, leadership is the function of management which is concerned with the constant search for the best way to influence subordinates to achieve goals and objective within the continuous process of coordination between human, money and materials. It implies the total behavior of the CEO in his direct relationship with subordinates. Management as the leadership body determines the policies, rules, and procedures that direct the relationships and activities in the organization, and which determine to some extent the effectiveness in achieving the organization's goals and objectives. When two or more people interact, the environment is created to form a group. When an individual in a group coexists and joins with a common purpose and when the group lasts for a sufficient period of time the organization develops. The role of the group leader is to provide direction and coordinate the activities of the individual individuals that make up the group and ensure consistency. The image of the leader and the quality of leadership is reflected through the organization and the attitude of the subordinates in performing their task.

Thus, the leader decides in using his organizational strength the pattern of work behavior, task process, and ethnicity of subordinates. Leadership is vital to employee performance and organizational excellence. Thus the organization spends a large amount of money in searching for effective leadership in training its employees in effective leadership behavior. There is also a relative dearth of effective leadership which is why organizations are constantly looking for it and leading them to influence, design and develop all possible effective leadership potential in those associated with corporate governance.

Performance was defined as presented in the European Journal of Economics, Finance and Management Sciences (2009) as the level of achievement of an individual's work after an effort. They also present the views of Cummings and Schwab on the same issue who believe that performance is ultimately an individual phenomenon with environmental variables that affect performance primarily through their influence on individual determinants of performance ability and motivation. It is widely accepted that effective organizations require effective leadership and that organizational performance will suffer head-on with neglecting this. In light of the above, define once again the point of view of those who emphasized the link between high performance and leadership in the United States by developing a charismatic / transformational leadership model in which leaders' behavior is said to lead to inspiration, awe, and empowerment in the United States. These subordinates, resulting in exceptionally high effort, and exceptionally high commitment and willingness to take risks.

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