

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 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. (اختياري).

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

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

The Impact of Leadership Skills on Project Success in my organization

The word “leadership” can bring to mind a variety of images. For example:

- A political leader, pursuing a passionate, personal cause.
- An explorer, cutting a path through the jungle for the rest of his group to follow.
- An executive, developing his/her company’s strategy to beat the competition.

(Mind Tools Club)

1. Introduction:

The word of leadership is not just a word, it a great and meaningful word, it contains numerous importance concepts of leading people and organizations more effectively and efficiently. As per the significant importance of leadership, a lot of researchers, studies, specialists and much more have struggled of finding a specific definition for leadership and the leader, too. Therefore, there are innumerable of leadership definitions I acknowledge that I am unable to collect all them, but I will mention some.

- **Leadership** is the art of getting someone else to do something you want done because he wants to do it. (Dwight D. Eisenhower)
- **Leadership** is essentially a continuous process of influencing behavior. It is may be considered in context of mutual relations between a leader and his followers. (Truptimayee R).
- **Leadership** is a relational process involving interactions among leaders, members and sometimes outside constituencies (Truptimayee R).

2. Literature review and Conceptual Framework:

Leadership is the art of influencing people to attain group objectives willingly. What a minister does in his State, a captain does on the playground, the manager has to do in his organisation, even the parents in their house. Leaders in all walks of life should have some basic qualities and skills. They should be able to establish contact with their equals, deal with their subordinates and guide them, mediate in conflicts, resolve issues by weighing various alternatives, allocate scarce resources properly and take risks and initiatives. (Truptimayee R).

2.1 Leadership

Historically, leadership was known as a set of qualities and skills born with people not learnt. After a couple of studies and researches, the researchers and scientists recognized that the leadership can be learnt nearby identifying the required skills, qualities and attitudes to be come a good leader.

Leaders are those who inspire and influence others to bring out their best. Therefore, it requires to have enough soft skills to do so. There are many of skills such as Communication skills is the most important skills, prioritization, managing team, embracing accountability, conflict resolution, motivation and influencing.

2.2 theoretical concepts of leadership

theories are the a group of studies, researches or survey implemented to explain or understand why specific people called leader while others do not, and how the non-leader become a good leader.

There are numbers of theories but we will focus on these which are well-known and common:

- Behavioral theory: In the Behavioral Theory, the emphasis shifts from the traits or qualities of leaders to their behaviors and actions. Great Man Theory and the trait approach to leadership, this theory considers effective leadership to be the result of many learned or acquired skills. It proposes that an

individual can learn to become a good leader. This is one of the best leadership theories

- Great man theory: this theory based on the assumptions that say the leadership is “inborn” and the leadership is “born” rather than “made”.
- Trait theory: it walks in the footsteps of Great man theory that assumes leaders are natural-born.
- Contingency theory: it considers that there is no one way or style of leadership can suit all situations and there might be variables influencing any particular situation. The leader must choose the right course of action taking into account these variables.
- Situational theory: it is so close to “contingency theory”
- Transformational theory: it is known as “relationship theory”. It focuses on relation between leaders and their follower.
- Transactional theory: it is called “management theory”. It uses rewards and punishments to motivate employees.

(Simplilearn on Apr 30.2021).

2.3 leadership style

Leadership styles are the classifications of how leaders behaves while leading people. According to (**lewyn**) the leadership styles are authoritarian (autocratic), participative (democratic), delegative (laissez-faire). Besides, other studies have more than what have mentioned such as; charismatic, pacesetting, visionary, etc.

Transformational or visionary style is one of the most important result in that it is a combination of the best practices of mentioned style and the leaders belonging to it are the trusted, followed and motivating, exciting and inspiring others.

2.4 Motivation

It comes from word “motive” which means needs, wants, desires or drives within individuals. Moreover, it is a process of positively utilizing the efforts of those who choose to move to be energized, directed and sustained toward attaining a goal. The following are some of factors that stimulate people:

Monitory, recognition, power, compliment, success, etc.

2.5 Leadership and Motivation

In my organization, since the administration of the company has changed several time, of course the leadership has undergone through more than type of leadership, too. I will refer to three period of company life:

- a) Four years before, the leadership was democratic. The employees' satisfaction was on the high level. The quality of work was so great and the rework was little. The work stress was reasonable among people and the complaints were low. There were multi-type of motivation such as increase, tourism journey, excellence reward, annual best employees and much more.
- b) Three years later, new administration has assigned and it was combined of pacesetting and autocratic. The productivity curve has climbed to break the record. On the other hands, the satisfaction of employees has draped down, the quality became less and the rework has increased result in of the work became much more stressful and the benefits that workforce were gotten became more less.
- c) Four months ago, new internal administration has assigned to lead the company. Then, the satisfaction of employee remarkably started change to the best that because of role the new administration is plying on employees psych.

From above stages, we can clearly understand the relation between leadership and skills and how they can impact the organization.

3. Methodology

In the beginning, I introduced the leadership in general and reported multiple definitions of leadership. Then, I went over some common theories of leadership and the history of leadership. I referred to some studies which support my research for better understanding. In addition, I moved on the style of leadership that commonly known. Finally, I talked about leadership of my organization and the impact of motivation.

4. Results And Discussion

From the research, we could understand that:

- Leadership is the highest level of management, and the leader is not as a manager and many people misunderstand the difference between them.
- The significance of leadership skills and how it affected the satisfaction of employees. As we've seen in the three periods, how the productivity, quality and rework increased and decreased by just changing the administration, this describe that each leadership has its own style and concentration, the impact

5. References

- 1- Management study guide
- 2- Mind tools
- 3- Business jargons
- 4- Verywell mind
- 5- smarp