

Everyone's Smart University

Project (Spring 2021)

Student Name	Mousa Salem H ALShammari	اسم الطالب
Students I.D	2021202389	الرقم الجامعي

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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**

Introduction:

Leadership is a concept that is increasingly under scrutiny as it is a characteristic of the acute care work environment that affects both staff and customer's outcomes. Business development leadership can have strong implications for how staff manage their roles according to their responsibilities.

Leadership is characterized by (Adair, 2005:12) as the capacity to make decisions, have energy, a sense of responsibility, trust, and pride in command; however, Daft (2007:4) describes leadership as a powerful partnership between leaders and followers who plan real changes and results that represent their common purposes.

Burke (2007:28) argues that project teams responsible for achieving organizational goals will be like a rudderless boat without dynamic leadership. The concept of a rudderless boat is one that moves without direction.

This proposal prepared to 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.

This proposal will be presented as I am the manager of business development department in one of the famous holding groups in Jeddah-KSA, who is basically responsible of develop and execute strategies to increase company sales and profits. Also one of my important role is to recruit, train, and guide business development staff. So I will be the leader for my department staff.

This paper will focus and underline on one of the most effective and important project leadership skills, which is ***team management skill***.

The best approach is to use Team Management. It should concentrate on the activities at hand, intimate interactions, safety issues, and new ways of doing tasks. It's a management style that allows employees to feel noticed and respected when working on productivity and completing tasks.

Literature review:

Within an organisation, the creation and growth of high-functioning teams does not happen immediately or without challenges and growing pains. According to Brian Sholtes, Brian Joiner, and Barbara Streibel, the stages of team formation include regular leadership advice from the stages of developing to working. Although these stages of team formation can organically exist in all teams, differing only in the length of time spent transitioning through them, not all teams have the same form of team development.

It is often discovered that a team's loss can be tracked back to its leadership. "Each role's efficiency leads to the team's overall success. This suggests that team breakdown can be caused not only by individual participant inability, but also by the group's mutual failure to organize and synchronize their individual contributions (Zaccaro, Rittman & Marks, 2001).

This suggests that a lack of sufficient leadership and direction could be at the core of the majority of performance-related team deficiencies. Personalities, skills, and motivations are all intertwined throughout the development of teams. Teams should expect to work in a number of diverse and extremely competitive settings in a limited period of time.

Leadership is required to create, identify, and convey team goals, as well as the process by which these goals can be met, within these increasingly competitive teams.

In order to achieve the desired outcomes, several different strategies and leadership methods are and have been used. Transformational Leadership is one of the most common leadership types that we will explore further.

"Transformational leaders serve as role models for team members by exchanging innovative insights and knowledge to help them work together more effectively" (Choi, Kim & Kang, 2017). This particular leadership style has its own set of qualities and attributes that set it apart from others.

We'll also look at the findings of a study that looked at the impact of Transformational Leadership on team success and see which, if any, leadership style offers the best values and framework for team growth and performance.

Several basic traits contribute to effective team success (Zaccaro & Klimoski, 2002). To begin, team members must effectively combine their separate activities.

Second, teams are being asked to work in more diverse and competitive contexts. Finally, good team success is represented by team leadership. Individuals that are largely responsible for determining project priorities, as well as designing and structuring the team to achieve these missions, are included in most teams.

Successful teams, according to Zaccaro et al. (2001), combine four basic processes: emotional, motivational, affective, and teamwork. Leadership impacts on team performance, according to Zaccaro et al. (2001), arise in part through their impact on these four systems.

One of the most important responsibilities of team leaders is to increase the team's overall effectiveness (Kane, Zaccaro, Tremble, & Masuda, 2002). Team participants are more likely to continue to partake in the mission if they think their team is capable of achieving its objectives, i.e., being successful (Zaccaro, Blair, Peterson, & Zazanis, 1995). Leaders who exhort their members to work hard often contribute to team success.

This has to do with transformational and inspirational leaders' empowerment processes (Bass, 1985; Burns, 1978). Such leaders fuse each member's personal interests with the team or organizational purpose through their actions (see Bass, 1985; House, 1977).

Team members align with the collective's mission and goals on a personal basis, and are therefore more committed to their achievement (House & Shamir, 1993). As a result, transformational leadership is primarily concerned with aligning individual participants' motive states with the team's overall goal (Burns, 1978; House & Shamir, 1993).

Teams collaborating for a collective purpose while completing their individual assignments make up team-based management systems. They are less bureaucratic, and their systems are more agile, promoting problem-solving, decision-making, and coordination.

Many markets have changed as a result of team organization processes. Globalization has allowed people in all sectors around the world to work together to manufacture products and services. Manufacturing firms, in particular, must collaborate with manufacturers all around the world to keep costs down when delivering high-quality goods.

(Appendix A: Example of team-structure and Stages of team development)

Research Methodology:

- Purpose of Study

This research has been prepared to study the impact of one of the most important leadership style on the success of the organisation, which is **team management style**.

This research was descriptive of nature, and the aim was to see whether there was a higher rate of project performance in the industry when using inside an organisation, some organizational qualities, personalities, and characteristics In order to decide whether essential attributes are needed for project performance, this study used important variables associated with the problem.

- Study Approach

The questionnaire was distributed through the internet. The questionnaire was sent by email in the English language. Inside a single organization's customer service division in the Kingdom of Saudi Arabia, the questionnaire was circulated to Executive Heads of Departments, Project Managers, Project Teams, Operational Managers, Operational Customers, and Business Analysts.

- Data analysis

Data to evaluate for a variety of performance-related factors, including leadership. The outcomes were obtained by the use of a statistical method. To explain the findings, the data were also analysed using frequency analysis. Frequency and percent values will be used to define and infer the outcomes in frequency analysis tables. Exploratory factor analysis, correlation analysis, and path analysis were used to perform analysis in order to answer the study questions. The study's element extraction approach was principal components analysis. When using principal components analysis (PCA), it is believed that the initial variables or elements are associated, and principal components analysis will provide a new set of uncorrelated variables (Chatfield & Collins, 1980). Finally, route mapping was used in Amos 16 to see whether there were any connections between project success and leadership.

Results and Discussion:

The project's success is heavily influenced by the leadership in business development strategy. These factors have a favorable relationship with project success. The variables were operationalized by listing the project success of the Business Development boss. The questions in the questionnaires were focused on considerations such as business development planning, maturity level, and how they affected adoption based on the context of the project under investigation (Rodrigues & Bowers, 1996). The findings reveal that the factors of Business Development Strategy have a favourable and important impact on the project's success.

The research study found that leadership inspires individuals to succeed at a higher level. Managers must have leadership qualities because it is an important feature of management that helps to optimize productivity and accomplish organizational objectives. The leader's personal capabilities will help improve his or her leadership. In his or her job, he or she should be constructive. The leader must be able to motivate and encourage his or her employees, which can only be done if the leader is well-educated and experienced. Leadership is extremely important in the advancement of an organisation. The effectiveness of organizational leadership interventions is dependent on the position of leaders at all levels of the organisation. Understanding the importance of leadership in addressing employee personal growth is essential for building and sustaining successful companies. Everyone's common purpose is happiness and contentment, and the rest of life is merely a means to that end.

References:

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APENDIXES:

APPENDIX A:

