

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 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

Supermarkets

Chapter 1: Introduction

The first chapter will provide a detailed statement of the problem. That is, the drawbacks to effective project management and what project managers should do. Furthermore, the aim and objective of the research will be stated.

Chapter 2: Literature Review

The second chapter will review the literature on project leadership skills, particularly team management skills.

Chapter 3: Methodology

The third chapter will define the type of research and what data collection methods will be used.

Chapter 4: Results and Discussion

The findings of the research will be discussed, and the research significance stated.

Introduction

Project leadership involves guiding team members towards the successful execution of the project. In almost all industries, project management has gained greater interest and use levels. Nonetheless, effective project management is hard to achieve given that business environments are increasingly becoming complex and volatile. It is even harder with project/team characteristics changes, such as new technologies, changing business relationships, more diverse stakeholders, and heterogeneous teams.

A volatile business environment calls for a broad mix of competencies and skills to manage a project effectively. This necessitates for project managers to be good leaders. As they are associated with both people and processes, the focus should be on technical elements and communication and planning. Project manager effectiveness is vital for project success. There is a strong relationship between the performance of the project manager and the success of the project. According to Zimmerer and Yasin (1998), lack of leadership skills in a project manager is the main project failure cause.

The strong relationship between the project manager's effectiveness and project success implies that it is important to know what competencies and skills are most vital to the manager's effective performance. Some of the most important project leadership skills include team management, motivation/inspiration, influence, communication, prioritization, and conflict resolution (Bennis and Thomas, 2002). This research aims to understand effective team management key elements better. The objective is to identify team management skills in a project manager.

Literature Review

Project managers execute their projects through their teams. They need the necessary business, leadership, and technical skills to effectively manage their projects. Leadership skills are applied to motivate their teams to achieve the goals of the project. Amongst the most important skills is team management which contributes towards improved performance of the team. Team management is defined as the ability of an organization/individual to coordinate and administer group/s of people to carry out a task. Effective team management has several key skills and characteristics. They include clear and effective communication, emotional intelligence, organization, ability to delegate, problem-solving, and decision-making (Cook, 2009). Such skills are crucial for project execution.

A project manager should clearly articulate the strategic goals of the project. This skill entails giving specific details about processes and work which team members have to accomplish. Effective communication removes confusion and ensures team members are aligned towards achieving the goals of the project. Emotional intelligence describes the ability of a person to manage his/her emotions and those of others. An individual with social skills such as empathy and self-awareness can influence and motivate others (Soni, 2020). The organization is necessary to oversee project tasks in an orderly manner. Being organized translates to team members since project managers are often role models. The ability to delegate is crucial in enhancing team members' confidence. Micromanaging, in most cases, is detrimental to project progress. Good project leaders understand work delegation and its importance. They empower team members and avail the necessary resources to make decisions on their own.

Problem-solving and decision-making are also crucial attributes of good project leaders. They think critically when faced with a challenge and make decisions that positively impact the team. Team management is an important skill for any project leader.

Methodology

This research follows a qualitative method. It will involve approaching several employees in the supermarket. Thirty participants will be approached for this study, and interviews and questionnaires are used as data collection techniques. The focus would be to identify and rate the most vital team management skills in a project manager. Additionally, it will identify project characteristics that impact the importance of various team management skills.

Results and Discussion

Insights will be gained from results from the interviews and questionnaires. Participants will provide a view of important team management skills. Responses would be rated based on the importance of particular skills. Some of the responses include openness, delegation, organization, emotional intelligence, effective communication, decision-making, problem-solving, and inspiring/motivating. Although these skills may have a certain order based on literature, the order considerably changed to introduce project characteristics. Depending on the project task under consideration, some participants indicated only some team management skills they feel are most important. For instance, a very demanding project task received effective communication, problem-solving, decision-making, and inspiring responses.

Project Task	Most Important Skill	Second Most Important	Third Most Important	Fourth Most Important
1. Very Demanding Task	Effective Communication	Problem-Solving	Decision-Making	Inspiring

The findings revealed a similar trend when participants were asked the general team management skills they feel were most important in project managers. However, differences arose when different project tasks were introduced. This research reveals that the static team management skills (based on literature) list may not effectively reflect the most necessary skills for a particular project task.

References:

1. Bennis, W. G., and Thomas, R. J. (2002). "Crucibles of leadership." Harvard Business Review, 80 (9), 39 – 45
2. Cook, S. (2009). "The Effective Manager: Management Skills for High Performance" IT Governance Publishing Ltd.
3. Soni, V.D. (2020). "Importance and Strategic Planning of Team Management." International Journal of Innovative Research in Technology, 7(2).
4. Zimmerer, T. W., and Yasin, M. M. (1998). "A Leadership Profile of American Project Managers." Project Management Journal, 21(9), 31 – 38.