

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

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS

INTRODUCTION

The art of motivating and inspiring or influencing a person or a group of people to achieve some specific goal or to reach a target for some organization is what is known as leadership. In the organizational world or the business setting, this could mean or rather means directing people, the workers and colleagues towards a common goal with the help of strategies and management. The art of leadership captures the essentials of being able to inspire others and this could be done with the help of ideas either borrowed or original (Ward, 2020). It is also the art of communicating with the team and bringing the best out of them for the greater goal and individual goals sometimes as well. So the impact of leadership and the skills needed in that is very huge and important for a project to succeed, business to flourish, organization to grow. This report will help us identify and understand those leadership skills and how they come in handy when working on a project. The key theories and concepts associated with those skills will be discussed along the way.

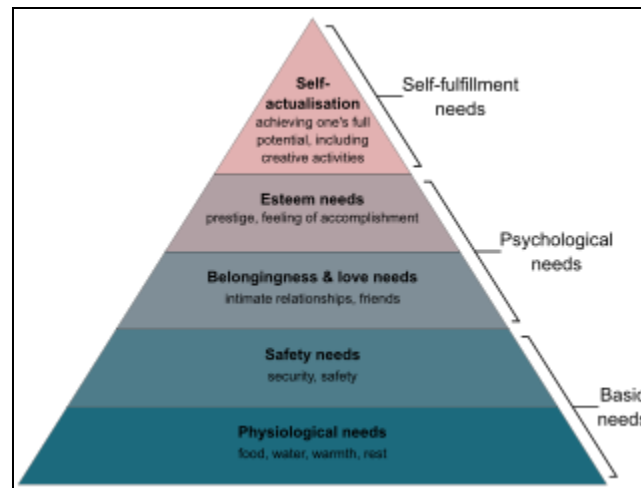
CONCEPTUAL FRAMEWORK

While leadership skills are important for a project success and it is often said that but what skills particularly are needed is not always found. The skills that are needed are actually prioritization where a leader estimates everything, schedules and tracks everything. Then there are team management skills followed by the accountability and specifically the skill of embracing accountability. Resolving a conflict is another skill a leader needs to be able to see his project through and also the art of being able to motivate his crew, team, employees, colleagues etc. as discussed above communicating is the key and a leader is someone who influences others so these two skills are equally important. But what we will be discussing in this report is the skill of motivation and for that what motivation is, how can a person be motivated, needs to be discussed.

From the very beginning of understanding the human factors, researchers have tried to find answers to what motivates people. It is because of this that many have come up with

number of theories and all are helping in today's business world. These theories include Maslow's Need Hierarchy Theory, Herzberg's Motivation Hygiene Theory, Argyris's Theory 7, Porter and Lawler's Expectancy Theory and few more. Maslow's Need Hierarchy Theory will be the center of focus in this report and will be studied below (Smriti, 2021).

Maslow's theory is one of the most widely used and easily understood theory as it is based on human needs. Drawing chiefly on his clinical experience, he classified all the human needs into a lower to higher order, the hierarchical order. He concluded that once a certain level or type of need is achieved by a [person, it no longer motivated them hence they move onto the next level. Maslow created five levels of human needs and arranged them into a pyramid with the lowest wanted need at the lowest level and the highest wanted need at the top as can be seen in the figure below.



Starting with bottom of the pyramid, is the psychological needs which basically means having basic items of surviving such as food, warmth, rest etc. next up is the safety needs and a leader can motivate a crew member simply by assuring them safety. This can be financial safety, health and wellness or actually safety against injuries and accidents. Moving upward are the social needs which can include any of such as friendship, romantic attachments, family, religious attachment, groups, community etc. Then at the 4th level of the pyramid is the esteem needs.

METHODOLOGY

Maslow's theory is one of the most widely used and easily understood theory as it is based on human needs. Drawing chiefly on his clinical experience, he classified all the human needs into a lower to higher order, the hierarchical order. He concluded that once a certain level or type of need is achieved by a [person, it no longer motivated them hence they move onto the next level. Maslow created five levels of human needs and arranged them into a pyramid with the lowest wanted need at the lowest level and the highest wanted need at the top as can be seen in the figure below.

CONCLUSION

The overall paper will research over the basis of the conclusions that are derived from the method of being restored to the application of style and motivation as the part of leadership Analysis. After being motivated by the leader by using the below levels, the esteem needs come into play. A person can be motivated simply when they are appreciated and given respect. The top level is the self-actualization level. When a leader has motivated a person enough, that person starts to realize their worth, their capabilities and this is where they start motivating themselves, in order to meet their own expectations, they work with their full potential (Cherry, 2021).

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