

Everyone's Smart University

Project (Spring 2021)

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Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ آخر 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**

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

1.Introduction

- Leader can have many titles, he can be a manager, supervisor, boss, CEO, Expert, Foreman, and Monitor.
- Leadership is not about titles, positions or flowcharts. It is about one life influencing another.” - John C. Maxwell
- Early leadership theories focused on what qualities distinguished between leaders and followers, while subsequent theories looked at other variables such as situational factors and skill level.

Our main goals to in this project to cover all the subject that makes our working life & our organizations better place for all of us around the world and express our self to be a great leader and how to deal with any problem can face you in the future and what system you are using it and how to deal with different cultures or different nationalities at any place. We will talk about my current group of company background and the current culture, agreements, deals, communication between each other and how that affect the performance & the overall profit on the management & the partners.

2. Literature Review

The concept of Communicative Leadership has been embraced during the past decade by a number of Swedish organizations that value communication.

Communicative leadership refers to the way a leader communicates with her or his employees. The general assumption is that communicative leaders are better communicators than other leaders and managers, and that they have profound influence on employee attitudes, well-being and performance.

In these organizations, communication of leaders is continuously evaluated, and leadership programs to develop communication skills are developed.

Clear understanding, the operational definition must depend on the context and purpose of the study at hand and what is to be examined, e.g. identification of leaders, selection in the context of human resources, effectivity, traits, etc.

Leadership as an organizational role in itself and focus on the emerging leadership productivity as a measurable variable.

Leadership objectives align leadership decisions and actions to what the organization believes, stands for, where it wants to go and how it intends to sustain its long term survival (that is its values, vision, mission and prosperity) (Waters, 2014).

Leadership as being different from a manager or boss in the organization.

3.Methodology

Our Group of companies It works in multiple scoops in Production and Trading, including commercial, General Contract, food, telecom, health insurance, Steel fabrication, all kinds of construction, decoration & furniture. The group divided into 60 companies divided to 200 branches & showrooms in 16 different countries.

The Group philosophy is aimed at: “good employment, good training, good income, and good treatment.”, Our organization its following the modern way for self-study to improve them self internally & externally in all fields of areas front of the compotators & organization structure by opening a technical training department, working to improve the: quality of materials, labors skills, employee training, business unit quality in process & procedure.

Lack of communications between the Departments & Branches the side effect of this lacking losing a lot of projects, suppliers, customers, clients, projects tendering, money and a lot of opportunities for the company, each department focus on their sales and communications ignoring the related and relation with the sister companies.

Also the majors' effect factors on the relation and communication will be bad or good between the departments is:

Nationality, culture, team value, kind of individual process, age, language, attitude, ethics, different mentality. All of this effect the company as the huge of department and the quick expanding on the market with different scoops can be easily in this case to ignore and not care of any relation or communicating to take any advice or consultancy from any one can be an expert on the organization , this is a wasting of money, time & creativity, sometime an expert person based on his experience in the filed can affect the situation with a positive idea or supervision on the execution or supervise the final decision or results, the management should improve a system can related and tie all parts with each other for any projects or ideas can improve the final impact to the group. Turning to communication research, we find that two approaches to communication have been very influential: one approach focusing on transmission of information and the other focusing on the formation of meaning.

Communication & Leadership Theories:

Traditionally, communication was viewed as a simple linear process, in which a sender transmitted a message to a receiver, who then understood and acted on the message. In this vein, leadership communication has been defined as the: Controlled, purposeful transfer of meaning by which leaders influence single person, a group, an organization, or a community.

This view, called the transmission view of communication, has been guiding studies on leader-member exchange, for example studies on relationship maintenance and upward influence tactics, and feedback. Feedback has implications for communication satisfaction in the workplace and includes two perspectives: feedback sending and receiving and feedback seeking. Feedback is commonly seen as a mere response. In this case, the context surrounding giving and receiving feedback is neglected. However, feedback can also be seen as conversational practice. Not only employees may expect feedback from their leaders, but leaders also may seek feedback from their employees. Feedback other understanding of specific messages is advocated.

Leaders may help followers Make sense of dialogue and see the relationship between what the leader communicates and what she or he is trying to achieve.

Leadership Communication style: - Lead by example, Prioritize, Trust and Solve conflicts.

Methodology: -

The method uses to check the and get the research very accurate and affective. Self awareness, Social awareness, Survey Questioner and Qualitative research by survey monkey with several of Question covered all leadership objectives.

4.Result & Discussion

we will choose the diversity for the multicultural group that affect directly the communications between the departments & sister companies.

As the Divers it's become an important factor can affect the management and all the organization structure, checkup and testing on diversity and keep eyes on it on the organization can be an effective manage diversity, but unfortunately the management ignored to focused on the diversity happen from the huge expanding on the company and that lost many opportunities for the organization can be improved them self in many filed to be a strong one structure helping each other for different filed and getting many project can affect the company with a more revenue from of all clients and customer and impact a good reputation in the end.

Understanding the diversity can be used in the operation to get the best decisions in the particular part also to know and export the divers group helping them to how to deal with them for the process and respect what they belief and their own values and should be by the opening communications and the effective relationship between the branches, also can open your mindset for more opportunities on the market or getting many chances or create a good relationship and getting more clients this always will a good thing if it's used and controlled by good and professional way for the multicultural thinking globally out of the box and respect all the kind of people thinking and try to get the point of view for all divers employees to take care and deal it with best process or solutions if know exactly the subjects or the way of thinking.

Leader recommendation to solve the main problem of the diversity and cause a huge lake of communications:

1. Make a team from the current employees with additional scoops to manage and control all branches by using the matrix design structure , to nominate the current leaders for reduce the cost and monitor by the owners , why matrix design because it's created for uncertain environments, multiple functional organizations & focused on cooperation and relationships.
2. Find a new system can connect all the branches and department with multifunction and more facility to gain the more affective impact from them by our IT Dep. As we have all the facility and license to do that system with high communications technologies specially made for sharing a valuable information or question & answer concept that system can have this feature to keep communicate each department and save and improve the relation between them for more info or more benefits like sharing the tendering projects and keep contacting the customers for any service they requested.

5.References

Walters. (2014),3Basic, Leadership Objectives.