

## Everyone's Smart University

### Project (Spring 2021)

|              |                        |               |
|--------------|------------------------|---------------|
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|---------|-----------------------------|-------------|
| Section | Date                        | Course Code |
| Master  | Thursday<br>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 IN ProMedica INT. CO. (INTERDISCIPLINARY TEAM SKILLS)

## 1. Introduction:

Interdisciplinary Team structure is a common team structure method has been used in healthcare and medical construction and equipping projects of ProMedica company, in this style all team member (leader included) are equal, and each member have specific skill and specialty helping him\her in his\her role in the project, and each member is different from others but they all comping to achieve a success project.

**1.1. General Objective:** Evaluating the impact of leadership skills on projects success in ProMedica company.

**1.2. Specific Objective:** To evaluate interdisciplinary team style in healthcare projects success in ProMedica Co.

## 2. Literature Review and Conceptual framework:

Multidisciplinary team will help organizations, companies and any agencies to polarization and attracting talents from different places, and by involving them together to can achieve a unique deliverable, and came to great solutions to any obstacle. This style of team building can used in different aspects of activates such like medical or education. (1)

In India the interdisciplinary leadership still in its beginnings phases in medical and healthcare specialties, for now there is a lack of Interdisciplinary team skills training and education, even there is no an official organization may help in training for this skills, regardless in medical and healthcare teams they should applying these skills of Interdisciplinary team to achieve their goals and objectives. The Future Nursing advice to applying interdisciplinary team structure

in health care and medical field. (2)

Interdisciplinary teams structure and professional team leadership is main condition in preparing healthcare and medical teams internationally and in all world, because of that there is an always continuous hard work is the side of preparing stakeholders to become an interdisciplinary teams to change to current situation to a professional situation by making and testing professional practitioners.

Professional teaching and training of interdisciplinary leadership style may change the current situation to a positive situation which can be touchable and create a professional environment which can helps all practitioners to share their knowledge and experiences. (3)

There is a suggestion to applying an assessment model to evaluate and developing with non-clinical professions, and there is an ability to use this model to evaluate the leadership skills specifically the interdisciplinary team. (4)

All team members are equal and each one has his own specialty or his unique skills. (5)

### **3. Methodology:**

In ProMedica INT. CO. they hiring and acquisition the professionals in their specialties and because of the company's activates which is hospitals construction, equipping, and maintenance for equipment and medical devices, and building hospitals they making teams of professional people, each team component of a civil engineer, mechanical engineer, biomedical engineer, electrical engineer, and a few technicians if the work need them. In some cases, ProMedica International Company adding to each team a medical specialist (Medical laboratory, Radiation, Pharmacist, ...ext.) to achieve the best objectives of the project. Sometimes they contracting with a third party from outside the company due to The pressure from the large number of projects which they should end in the same time. The project leader in these projects almost can classified as a democratic leader, and all team members are equals and each team member knowing his responsibilities and the reason for his presence on

this team.

All of team members committing to a common goal and they are uniting together to achieve the deliverable of the project.

In project management office there are a good team also, (a financial accountant, risk manager, project coordinators, and supply chain specialist ...ext.) and they pursuing and strive to achieve the goals of the organization by achieving the goals of medical projects.

#### **4. Results and Discussion:**

ProMedica International Company achieving a great projects in a large number of hospitals in Saudi Arabia, and they have a government contracts and private hospitals contracts too. Interdisciplinary teams structure can provide a best deliverable in project because this style brings together professionals in their fields to serve projects, and each team member is fully aware of the importance of his/her role and responsibilities towards the project. And due to the equality each team member feeling satisfy and uniqueness, this type of feelings helping them to achieving and doing their best.

This leadership style has proven effective in healthcare and medical projects at ProMedica International Company.

#### **5. References:**

- (1) Study by Dr. Kelly S. Meier on October 26, 2020
- (2) The National Academic Press. The Future of Nursing: Leading Change, Advancing Health
- (3) Interprofessional learning and practice can make a difference.  
Greenfield DR, Nugus P, Travaglia JF, Braithwaite J  
Med J Aust. 2011 Apr 4; 194(7):364-5.
- (4) Carlton EL, Powell MP, Dismuke SE, Levy M. Our future's brightest: leveraging interdisciplinary graduate student teams to deliver innovative approaches to an urban health disparity. J Health Adm Educ (2015) 32(1):47–57
- (5) Project Team Leadership and Communication by Samuel Malachowsky, 2018