

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 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

Telecommunications Company

Introduction

Due to globalization, the business environment is becoming more technologically advanced as well as highly competitive. Therefore, organizations must justify their existence by implementing strategies in order to ensure that they remain competitive, boost their profits, and grow shareholder value. In order to achieve these objectives and deliver the right results, companies and projects have to source and recruit the right technical and leadership skills. This is because, without a dynamic leadership delivery of project goals would be difficult to attain. Indeed, the right leadership skills are critical as far as project success in the telecommunications sector is concerned.

Literature Review

Project management refers to the application of knowledge and techniques to project activities in order to meet expected goals and objectives. Notably, the telecommunications sector is made up of firms that make communication possible globally through telephones, internet, cables, and wireless connection. Therefore, information technology and the ability to communicate is a fundamental need of our society today. For example, the success in the internet service firms is the foundation of business, communities, governments, and families since it is crucial for seamless connection and information sharing (Fore & Letegan 2015). In order for these project deliverables to be achieved, there has to be effective and efficient leadership. Some of the essential project leadership qualities required include effective communication, teamwork, cooperation and trust. The importance of project managers in project success is further exemplified by Muller and Turner (2005) who emphasized that a project manager should be competent in most or all the technical areas of a certain project in order to ensure success for the project.

Methodology

A lot of secondary data is available on the project management subject and specifically on the effect of leadership skills on project success. Unlike conducting primary research, using already existing data on the above subject is more cost-

effective, less tedious and does not consume much time. The two main sources of secondary data that will be applied in this research include authentic and trusted internet references and peer reviewed journals and research articles. This study is descriptive in nature and seeks to determine whether there is a direct relationship between project success within the telecommunications industry and particular leadership skills, styles and attributes. Significantly, Anantatmula (2010) notes that although most project failures occur due to over-budget, both academicians and practitioners do not seem to agree on what constitutes project success. However, they both acknowledge that the HR practice and the project manager's leadership style have a profound impact on project success and other deliverables.

Results and Discussion

Factually, leaders should be able to influence their followers. In order to do this, they should have a sense of power and demonstrate persistence. For example, in the telecommunications sector being a service oriented industry, project managers should be able apply both political and interpersonal skills to motivate their followers. Moreover, in order to achieve project success in companies in the service industry, there is need to improve on customer touch and satisfaction. For a project leader to implant effective customer skills to their subordinates, they have to be effective in communication, team building, negotiating as well being able to create a sense of ownership to team members.

Wider research is emphatic that good leadership skills are an important function in industrial as well as telecommunication projects. This is because it establishes a clear vision, communicates such vision, and actively resolves conflicts between various team members responsible for completing the project. In order for leadership to make a tangible difference in projects, the perception of these differences is equally important. This is because most followers tend to read and try to understand the traits and background of the leader, especially where their leaders are new (Fore & Letegan 2015). Moreover, in the telecommunications sector and particularly in computer technology, it is important for the team leader to have a strong legacy of competency and knowledge in the industry.

Additionally, although overall leadership has a positive effect on project performance, managers should equally put more focus on the functioning factors during the project planning stage because they have a significant impact on the other project stages and ultimate performance. Significantly, during the initial phases, leaders should practice more coaching to followers and become more democratic and authoritative in the advanced stages of the project (Scoular & Ibara 2019). Indeed, most studies concur that although most projects in the telecommunications sector have well developed initial plans, majority of them fail to achieve this goal due to more attention to the technical skills and little attention to the leadership aspect and level of human resource training required in project management.

Conclusion

In summary, across all studies, it is evident that there is a direct relationship between leadership skills and project success in the telecommunication sector. The emphasis across the board is that in order for projects in the telecommunications sector to succeed, the leaders should not only exert influence, but should also have a sense of power, demonstrate persistence, and authority. Moreover, they should apply a wide range of effective leadership skills like communication, negotiation, and team building. Additionally, they should be innovative, courteous, sensitive, and demonstrate extraordinary persistence during all the project phases. Conclusively, although there exists a lot of literature on the impact of leadership skills on project success, this literature is more quantitative in nature. Future studies should focus on the multi-dimensions effects of leadership styles in order to explore these links both qualitatively and quantitatively.

Work Cited

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https://projekter.aau.dk/projekter/files/225265908/06._The_Project_Manager_s_Leadership_Style_as_a_Success_Factor_on_projects.pdf
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