

# 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 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**

## **Project Leadership**

### **➤ Introduction**

Some consider leadership to be a collection of unique features or features. Others see those abilities and experience as being part of it. Some, like me, believe the process of leadership. This approach to leadership emphasises social interaction and relationships as a mechanism. This is the belief that management is a form of partnership, which usually involves manipulating others in one way or another. This leads to my current leadership definition: Leadership is a link that mobilises, influences and leads others towards desired goals. This description does not take into account the popular or even explicit objectives. The word desire simply means that someone in the relationship, maybe just the leader, wants a specific result. Such meanings that are inclined to lead as a method are as follows:

"Leadership is a process of making collective efforts aim (meaningful direction) and of making ready effort to achieve a goal."

"Leadership is the process of shaping a person or group's work towards achieving goals in a particular situation." (Jacobs & Jaques) (English & Spanish) "

"Leadership is an effort to influence followers' behaviour through the mechanism of contact and to achieve certain goals or objectives." (Donnelly)

"Leadership is described as the mechanism by which an organised group's actions are influenced to reach their goals." (Smoke & Freshness)

"Leadership is interpersonal, situational and communicative influences, which are geared towards a certain aim or aims." (Arthur, et al)

It has been my expertise to see leadership as a collection of unique qualifications and capabilities, knowledgeably or unknowingly. Below are a number of meanings based on abilities and features to a lesser degree.

"Leadership is a feature of self-knowledge, a vision of good communication, confidence building between colleagues and successful action in order to realise your own leadership potential." " (Bennis)

"The management is the articulation of dreams, the embodiment of ideals and the development of a world in which things can be done." (Engle and Richards)

"Leadership is to develop a vision of the ideal future state, aimed at embracing all members of an organisation." (Bryman)

"To be founded on trust, loyalty, commitment, emotion and common views on the good is a difficult moral relationship between people." (The Cyclone)

## ➤ **Types of leadership**

### **Autocratic style**

"Do as I say" is the term most illustrative of a self-control style. An autocratic leader is usually of the opinion that he or she is the smartest person and understands better than anyone. With no input from team members, they take all decisions.

### **Authoritative Style**

The term "Follow me" (also called "visionary") most representative of this leadership style. The leading style is the mark of trustful leaders who shape their path and set goals, while at the same time mobilising and energising supporters.

These leaders raise the fog for the people in an atmosphere of confusion. They help you see where the firm is heading and what will happen when it arrives.

### **Pacesetting Style**

'Do like I do!' is the word of the leaders using the pacesetting style most indicative. This is a very motivated leader who sets the pace as when it comes

to racing. Pacesetters raise the bar and get their team mates to sprint to the finish line harder and fast.

Although leadership is a pacesetter style that works and drives to achieve results, it is a style that can harm team members. One thing is that even the most motivated workers are stressed to continue to work under this kind of leadership.

### **Democratic Style**

Leaders of democracy would probably ask "What are you saying?" They share with workers knowledge on everything that influences their tasks. They often obtain the views of workers until the final decision is approved.

### **Coaching Style**

You prefer to take the "consider this" approach when you have a coaching management style. A coaching leader considers people to be a talent pool to create. The leader using a coaching technique tries to unlock the ability of the person.

### **Affiliative Style**

"People come first," is a sentence sometimes used to describe such leadership. The affiliate leading strategy is one of all leadership types, with the leader closely and personally working with people. A leader who practises this form deals with and respects the team members' emotional needs. The leader seeks to open a pipeline connecting him to the team.

### **Laissez-Faire Style**

The leadership style of laissez-faire is on the other extreme. This requires the least amount of supervision among all leadership types. One might think that the leader in an autocratic fashion stands on issues like a rock, while the leader in laissez-faire lets you swim.

A laissez-faire leader on the surface may seem to have confidence that people know what to do, but an involuted leader may finally appear aloof. Although it is helpful to give people the chance to stretch their wings, people are completely undirected, they can unintentionally go the wrong way—away from the organization's vital goals.

We choose the democratic leadership style, because one of the most powerful approaches any executive can apply is the democratic leadership model. It also leads to higher efficiency, more group contributions and greater morality because everyone feels like they have a certain degree of ownership of what they have to do every day.

### ➤ Literature review

Each organisation, method, operation or project success is influenced by leadership. A thorough investigation on the styles of leadership was carried out by Muller & Turner (2007, 2010), Munns & Bjeirmi (1996), Turner, Miller and Dulewicz (2009), Lloyd-Walker & Walker (2011). It is all mentioned that much of the current literature focuses on project performance, while ignoring project managers and management and the skills that contribute to the success of the project.

Transformation leaders are managers who concentrate on partnerships and express their ideals and transactional leaders. Often transaction leadership and leadership in change are opposed. Transactional leadership emphasises contingent rewards to reward subordinates for achievements of performance goals by the transaction leader (Yang et al, 2011). Transactional management relies on the task-related exchange of supporters and action leaders (Tysen et al, 2014).

Wang (2005) adds that there is only a partnership leader/follower if a certain job standard is literally exchanged at an affordable price. If things don't follow the plan, e.g. if followers face a challenge, do not reach a time limit, etc., a transaction leader can only act. In the other hand, the transition leader plays an active role in a project, encouraging and encouraging people to question new concepts and approaches. Transformation Leadership emphasises focusing on persons by adapting their (more) tasks and goals to the needs of followers (Bass, 1990).

Kerzner (2017) points out four main elements of successful project management methodology: efficient coordination, effective co-operation, effective collaboration and confidence. Efficient coordination may be incorporated within the project team and within internal customers and the wider organisation. Effective collaboration is required in the larger organisation in order to achieve its objectives. Efficient teamwork is carried out within the internal project team and trust is practised during the project life cycle.

Barrett (2006) notes that leadership communication is based on layers, key strategic planning skills and efficient writing in dynamic organisational circumstances. The project manager must increase key communication skills to improve communication effectiveness in designing a project. The more complex communication needs become, Barrett (2006) stresses, the more managers progress to higher levels of the organisation. Furthermore, a hierarchy is not to be suggested, which is why it is defined as a spiral.

### ➤ **Methodology**

The study used the qualitative approach and relied on secondary data to achieve these research objectives. Information on types of management and communication has been gathered from various secondary sources of literatures. For the analysis, the data collected from the current journals, studies, statistics and standards were also taken into account.

### ➤ **Discussion and Results**

For example, writing and speaking skills may be a key competency that project managers need to communicate effectively. Managers must be able to structure and build efficient and complex communications and documents through emails, memoranda, proposals and reports. Managers need a vocabulary that is supposed to be written and talked by the leaders. It is important that you can build and present orally. What are the most important communication skills. For example, listening can be a managerial communication ability, which is communicated effectively by project managers.

In all cases, listening is a basic competence, but it extends in the ring because you need to know effectively what other people have to say. The ring will include leading meetings, staff formation and team development. For instance, the company should be leaders in the communication skills of project managers to communicate effectively. The way the team and outside stakeholders handle themselves depends on effective communication. Leaders can see that as they ascend to higher levels of an organisation, they become the face of the project.

## ➤ Conclusion

Efficient management is the secret to organisational performance. Efficient leadership. Effective leadership. An organization's biggest asset is staff. A professional leader can direct the company to meet the desired goals. Organizations also need efficient leaders to lead and inspire their workers in their everyday work to achieve organisational objectives. Leadership styles and skills of management are vital to achieving goals by adopting effective leadership styles. The results from this study indicate that interactive leadership is closely linked to communication skills.

Two interaction and contact principles may be considered mutually comprehensive. Communication and engagement were the key pillars of a leader. Whatever the difficulties, contact capacity enables workers to deal with barriers. The research provided insights into additional leading studies.

## ➤ References

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