

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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.....

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS

Introduction:

Leadership is one of a hot topic ever since. Leadership is the ability to motivate and stimulate interest of a group of individuals, and unleash their energies towards achieving the desired goals with effectiveness and enthusiasm. Leadership can be defined as the ability that differentiate the leader from others by directing to others in a way that he can win their obedience, respect and loyalty, sharpen their motivation, and create cooperation between them in order to achieve Goal. There are many leadership styles and it is not necessary for all leaders to be the same. However the best leader is the leader who is familiar with all styles and has ability to deal with the largest possible number of issues with different styles. The most famous style are visionary leadership style, pacesetting leadership style, laissez-faire leadership style, democratic leadership style, coaching leadership style, autocratic leadership style, and affiliative leadership style. "A good leader has vision, courage, integrity, humility and focus along with the ability to plan strategically and catalyze cooperation amongst their team"[2].

There are difference between managers and leaders. Leaders provide more emotional support however manager do not care about their team members emotions. In this paper we will discuss the situation of a bad manager who has changed recently with a new leader in Electrical Power Dispatch Department. The newly hire leader has to deal with a broken team of his department and a lot of conflict between team members. The top management ask the new leader to repair the team of the department and resolve conflict between team members. The new leader adopted affiliative style of leadership styles since he need to boost his team morale and create harmony between employees of the department.

LITERATURE REVIEW:

Affiliative leader spread out positive energy in their environment, he also build trust

relation between his team. He focus more in emotional skills than tangible skills. This kind of leader know well how to motivate their team even in more stressful satiations. “Building strong relationships between others, sets a solid foundation to establish positive team chemistry” (Leadership That Gets Results, 2000). Solving conflict between team members is one of affiliative leader skill. Other skills that leader has are decision making, team management, comminuting, motivating, and influencing. Once the conflict between the team members resolve and the harmony between them start to bloom, communicating between employees will be smooth and there will be effective conversation between team members. This will lead to share ideas and thoughts and positive feedback. Moreover it will create a good work environment which will increase employee loyalty and very high-spirited employees. In affiliative style independence increase among worker, often driven by members confidence with one another that the work and task will be accomplished regardless of process used. One of the disadvantage of affiliative leaders style is poorly performing works tend to go unchecked, which then reinforces the mediocre performance. Poorly performing work must rely on them self in order to improve their performance since there is lack of clear direction from the leader.

Affiliative leader can solve conflict among his team. There are some typical symptoms of team conflict which is absenteeism, complaining, filing lawsuits, gossiping, hiding information that should be shared, not attending required meetings, not completing work on-time or to quality goals, not responding to requests for information, not returning phone calls or e-mails, passive/aggressive behavior, physical violence, and verbal abuse. Leader should be aware of this symptoms since the earlier he identify the conflict the faster he can solve it. There are seven major source of conflict which are administrative policies and procedures, manpower resources, personalities ,project costs, project priorities, schedules, and technical beliefs and performance trade-offs .

According to Thomas-Kilmann there are five conflict resolution approaches which is:

- 1- Confronting: Defending the root cause of the conflict and make decision on solution.
- 2- Compromising: Each party makes concessions to the other, and a mutually-accepted conclusion is reached.
- 3- Avoidance: One or more parties choose to withdraw from or avoid the other to end or the conflict.
- 4- Smoothing: One party concedes, giving the other the 'win'.
- 5- Collaborating: Parties work together to find a mutually-acceptable solution.

6- Forcing: Authority figure resolves the conflict .

Leader should use the right resolution conflict approach for each conflict.

METHODOLOGY:

The newly hire leader will make a meetings between the team members. In this meetings he will try to find the conflicts between the team members. He will act responsibly, be patient listener, having a give and take attitude, chose right time, knowing his boundaries, respecting differences, confronting the tension, identifying goal, making conflict resolution the priority, and having good self-control. This will help him to solve the conflict effectively. As the current situation the leader will mostly use confronting since the team members do not trust each other and we want to spread the positive energy, so compromising approach is not commonly use since it lose- lose resolution.

RESULTS AND DISCUSSION:

The leader should use affiliative style from the leadership styles since the environment of the department is not healthy. Affiliative leader knows how to increase the harmony between his team and create a good work environment. He will increase the morale of his team and the communication between team work will be more effective. This will reflect on the department work performance in good matter. The leader uses the Thomas-Kilmann resolution approach to solve the conflicts between team members.

REFERENCES:

- [1] <https://www.thebalancesmb.com/leadership-definition-2948275>
- [2] <https://www.briantracy.com/blog/leadership-success/the-seven-leadership-qualities-of-great-leaders-strategic-planning/>
- [4] https://www.researchgate.net/profile/Jayet-Moon/publication/333485769_The_Relevance_of_Emotional_Intelligence_in_Project_Leadership/links/5cefdf0e299bf1fb184a9866/The-Relevance-of-Emotional-Intelligence-in-Project-Leadership.pdf
- [5] Chapter 3 and 5 from Project Leadership course.