

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 20-05-2021 في تمام الساعة 9 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

Introduction

- **Background**

Companies are currently operating in turbulent business environments and are very competitive, as a result of the updated globalization of the technological advancements that exist today [1]. As a result, companies rely on project-based management as a strategy to adopt a flexible structure in order to respond to changing contexts [2]. It is necessary, before choosing a project idea, to take into account that successful projects to succeed, they need a good organizational structure in order to ensure the generation of economic value and a competitive advantage [3]. Prioritization is one of the most important leadership skills because it focuses on taking a look at the current situation, identifying existing problems, and sorting out the most prioritized problem. Accordingly, project selection is based on priority. In general, this affects the behavior of the project leader as he focuses with others and interacts with them to devise hidden problems in order to find a solution to them, and this is useful in reducing future problems that result from ignoring the currently small problems [4]. In this skill, the project leader must develop a detailed vision of how the money will be spent and determine the appropriate decisions in addition to guiding the rest of the team about the new directions that the current situation requires. Therefore, the leader should give priority to enhancing the energy of the team he works with. It should also be borne in mind that opportunities are always on the increase as priorities always change based on changes that occur in the project. The setting of priorities also contributes to reducing the pressure on the team leader so that the e-mail address is not filled with the daily agenda and also to take into account the time specified for each task of the project [5].

- **Previous scientific studies**

Although coaching leadership style has inherent advantages in predicting the career success of subordinates, little is known about the connections and specific processes of leadership influencing career success. The Member Exchange (LMX) voted for 301 deputy director-generals of a large state-owned company located in Shanghai, China. Unsurprisingly, we found that the subjective and objective professional achievements of coaching leaders and subordinates are positively correlated. In addition, LMX also conveys the impact of coaching leadership on the career success of subordinates. Our results have opened up new theoretical horizons for

explaining the professional success of subordinates. The effect of leadership training.

- **Statement of Problem**

The research problem lies in the establishment of a developer's office specialized in supporting scientific research. The problem is the weakness of the resources available around us to support scientific research and to encourage students at various educational levels to conduct scientific research in different fields. The priority for this project is that after the Covid-19 pandemic crisis has affected education very negatively, as students were surprised by the necessity to adopt distance education at a time when they are not eligible for it. Also, the priority of this project comes through teaching students' useful skills that help them after graduation. It is also known that education in the basic and university stages depends on teaching students the basics of the field and providing students with thinking skills that help them face the challenges of the labor market later on. For example, students who are graduates of the Department of Communications and Electronics Engineering study different subjects such as electronics, telecommunications basics, electromagnetic fields and others. We find that the student knows very well what the theory of transmission line is and other things, but when he graduates, he finds that there are devices that do everything, but he must understand the theory itself in order to be able to know how the device works and to anticipate the results that the device produces and that is to conclude that there is a problem when the theoretical results that differ He studied the actual results that the device produced. Another problem that has been given priority is the students' lack of knowledge of how to conduct scientific research, especially in the midst of the Covid-19 pandemic, because students have replaced their end-of-semester exams with research with specific specifications, while students do not know how to search for a specific point via the Internet, so how can they prepare a complete research As well as how to choose reliable references and keep away unreliable ones. All this gave priority to this idea in order to be adopted as a project.

- **Research Goal**

The aim of this research lies in establishing an office for scientific services to assist those interested in supporting scientific research skills. This is because the office provides office services such as assistance in understanding specific lessons in various disciplines. Explain how to

prepare a scientific research and choose the appropriate references.

- **Objectives**

The following steps explain the desired objectives of the project in the form of clear steps [6]:

1-Choosing a suitable apartment that can be an office, taking into account that it is in an easily accessible place, and that it is in the ground or first floor, in order to ensure easy access to the mechanism by students and their families.

2-Coordination with the specialists to finish the paperwork and legal procedures required to establish the office, such as licenses from the Labor Office of the Ministry of Manpower.

3-Take the necessary steps from subscriptions such as electricity, water, sewage, landlines, internet and others.

4-Appointing specialists interested in scientific research and specifying their specifications, such as engineers who have a master's degree who understand the foundations of scientific research and other doctors and other specialties.

5-Make a marketing and advertising plan worthy of the office, and it is possible to exploit social networking sites.

6-Presenting models of the work that the office graduates to give the quality of transparency about the office, as that adds to the competitive value of the office.

Identifying competitors in the same field and seeking to add a competitive advantage to the project.

7-Make a timetable with the above mentioned in the previous steps.

8-Make a periodic assessment of the status of the project, what has been implemented, and what has not been implemented.

Literature Review

- **Prioritization Benefits**

Prioritization is the basis for choosing the project because it ensures a balanced project structure that takes into account the priorities that must be taken first. There are many benefits to this skill, including:

1-Bring a better return on investment as any project aims to increase the return on investment returns to the institution. Therefore, that institution seeks to develop selection criteria that

define the priorities that must be started.

2-Maintains a good professional level for the employees as well as achieving an increase in the competencies possessed by the institution. This is done by investing the efforts made by the employees to implement the project, and this helps to get rid of potential deficiencies in the event that there are inefficient employees at work.

3-It includes achieving the principle of strategic alignment that meets the specific organizational objectives of the project in a manner that does not waste time. This ensures that the institution is on the right track that ensures the achievement of its goals.

4-The principle of consistency and transparency is achieved because there are standards that measure project performance and this helps managers in approving or rejecting a specific project.

5-The institution helps to optimize the use of time, as it has certain priorities that they must implement at a specific time according to a schedule previously prepared. This does not negate the possibility of adjusting the timetable based on the new priorities resulting from the existence of a change in the current situation.

6-All this ensures a successful delivery of the project, which gives a good idea of the institution and its commitment to the goals for which the project was established [7].

Methodology

- **Project Selection Criteria**

1-Payback and Break-Even Point

Yield refers to the payback period the company needs divided by the number of periods required to pay off an initial investment with positive net income. When the project receives an investment of \$ 100, the payback period is equal to the number of accounting periods that enable the project to pay the first \$ 100 in conjunction with the net income. The project will generate 10 dollars a year, it will take 10 years to be able to pay off the first investment, and accordingly 100% of the net income will have gone to repayment. While the break-even point for the institution is related to the specified period in which the total revenue equals the total costs and the income in this case is equal to zero. When the total monthly expenditures for the project without taxes is equal to 100 dollars, then the break-even point will occur in the month, in which

the total revenue is equal to exactly 100 dollars, so the project will be equal in that accounting period and the net income will be equal to zero [8].

2-Impact of Organization's Growth

The effect on the growth of the project comes from the structure of the project according to the usual hierarchy as it ensures different levels of communication occurring within the project because this sequence affects the productivity of the company, which is reflected in the growth of the volume of business and the number of consumers hesitant to the project. First, we must choose employees with administrative competence in order to avoid bad management decisions resulting from poor employee competence. This achieves a growth in the project in that it raises the production efficiency of it. It is evident that when the production efficiency is high, this will achieve a growth in profits, as it increases through increasing consumer demand for the project. It is necessary here to take into account that the growth that occurs in the project necessitates the necessity of maintaining contact between employees and management [9].

3-Innovation

The leadership of the project always seeks to develop the spirit of innovation among the employees, which affects the productivity of the work. For example, if an engineer has developed an automated system that enables the student to prepare a scientific research through sequential steps, then the first appears in front of a screen asking him to enter the title of the research, then after that another screen asking to enter the date, year, name of the student, and so on. This is a good idea when it is presented to consumers, that they will nominate the office to their colleagues and then increase the customers, which increases the output of the office and increases the net income that is generated. All because of the employee being allowed to innovate.

4-Risks

The risks in the project are to enact a clear vision for it to avoid accusations of violating intellectual property rights, represented by incorrectly citing references and others. The most risk facing the project also is the legality of the work itself. This is because it is easy for others to think that the office is preparing research instead of the student, or finishing university and school assignments instead of the student. It is necessary to provide all the evidence proving that

the office specializes in explaining the steps and preparing forms that will help the student in producing his own research and so on.

5-Available resources

The available resources so far allow the implementation of the project as the apartment that is the headquarters of the company is easy to obtain and it has the necessary infrastructure such as electricity, water, sanitation, natural gas, the Internet and others. Careful time-related budgeting is required to avoid risks from mismanagement.

6-Cost-benefit Ratio (BCR)

The cost-benefit ratio is the ratio used in the cost-benefit analysis that clarifies the overall relationship between the costs and the relative benefits of the project and often has a value greater than the correct one when the project provides net income of a positive value. The office needs certain equipment, such as computers, surveillance cameras, etc., and they can be rented at \$ 50,000 instead of buying it at an inflation rate equal to 2%. Accordingly, this is a market that causes an increase in the annual profits of the project by an amount of 100 thousand dollars within 3 years. In this case, the net present value of the rent is not deducted because it will be paid in advance. Accordingly, the net present value of the expected benefits is \$ 288,388 [10].

- **Data Collection Tool**

As for the data collection tool, it is represented by two tools. The first is a questionnaire consisting of 40 questions that is distributed to a random sample of students in basic educational stages and undergraduate students, in addition to members of the teaching staff, in order to find out the needs of students in detail. The second tool is the SPSS statistical analysis program by entering the data obtained from the questionnaire and applying different statistical methods to clarify the results of the students' attitudes that they want the office to meet. This facilitates setting priorities by the project manager.

Results

The problem of the study is the lack of support that students of different educational levels receive with regard to scientific research. This is because students need a guide that directs them how to think and start preparing scientific research. The study problem was reached due to the negative effects of the Covid 19 pandemic, as students during this period had to submit scientific

research in lieu of mid-term exams of the academic year.

References

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