

Everyone's Smart University

Project (Spring 2021)

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Section
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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 المشروع. 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.
- الملحق (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 different Leadership styles in project success.

INTRODUCTION

Leadership is According to Keith Davis, “Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is the human factor which binds a group together and motivates it towards goals.” “Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential”. (Bennis) Leadership is a process of giving purpose (meaningful direction) to collective effort, and causing willing effort to be expended to achieve purpose.” (Jacobs & Jaques). Leadership styles: Leadership is a process to leading the group of work to n an effort to reach organization goals¹. Podsakoff et al said “that leadership behavior can affect trust and satisfaction of employees to organization and organizational citizenship behavior further enhances the relationship between leadership style and organizational commitment directly². Jeremy et al²²explained in manufacturing company, leadership is really a process for impacting on others commitment towards recognizing their full potential in achieving goals, vision with passion and integrity.³ Different leadership styles may affect organizational electiveness or performance.⁴ According to the Oladipo et AL, the success or failure of proper organizations, nations and other social units has been largely credited to the nature of their leadership style.⁵ communication management ensures timely and appropriate generation, collection, dissemination, storage, and disposition of project information. Open and clear communications are required among planners, implementers, and all levels of the organization for project success. It includes having a communication plan, information distribution path, progress reporting, and information sharing system for management and customers (Kwak & Ibbs, 2002)⁶. a communication plan can help your business during a time of crises if a previous decision damaged your reputation with internal stakeholders or customers. Bad communication managed will lead to de-motivated workforce, design errors, slowdown in the entire job and failure in

production wrong information's etc. Therefore, using an appropriate communication management system to resolve construction and design problems is essential (Foley, J. and Macmillan, S. 2005)⁷. This study aims the impact of different leadership style on Organizational and how to effect to project.⁸

Literature Review and Conceptual framework

Transformational Leadership: this style is important to deal with different part on the Organization if it using bey correct way and time. it is effectively for the work processes to still monitoring (scope, time, and cost) to achieving goals and employees from different level to make them extract all efforts to make success project.⁹

The purpose of this study was to investigate the impact of transformational leadership on employee performance, such as productivity and burnout, and work behavior. transformational leadership and other mentioned. The results show that transformational leadership has a significant positive relationship with the mediator's essential motivation. The results also concluded that labor productivity has a significant positive relationship with transformational leadership. However, there is an indirect, insignificant relationship between transformational leadership and work burnout. Therefore, organizational leaders are well aware of their employees and have the qualities of change because they can encourage their employees to achieve the expected or meaningful results. You can argue that you need it. This gives employees the confidence to do a particular job and allows them to make decisions after training¹⁰.

It is discussing some of the most popular approaches to leadership styles, as well as the advantages and disadvantages of each. Instead of management processes that are intended to sustain and enhance efficiency, it specifies visionary thinking and bringing about change. Leadership means different things to different people all over the world, and it means different things in different situations. For example, be related to group management, religious authority, political scenarios, or the effort of battling groups. There are as many ways to lead people as there are leaders, from Mother Teresa to John F. Kennedy, Mahatma Gandhi, and Winston Churchill to Martin Luther King and Steve Jobs.to explaining the fundamental leadership styles, there is no one right way to lead that suits all situations; it is dependent on one's own abilities, experience, team, and the

mission at hand¹¹.

The main purpose of an organization is to maintain a competitive advantage and it is considered to be effective between the needs of different stakeholders and the needs of its employees. Based on previous research in related articles, it has been shown that appropriate guidance styles can affect the success and economic growth of both organizations and employees. Therefore, the purpose of this article is to explain the effects of leadership style on organizational performance. Our primary focus is on leadership in change and its role in enabling organizations to improve performance. From the beginning of the basic link between change leadership and organizational performance, we conclude by clarifying the effects of leadership style on organizational performance and offering some suggestions for future investigations.¹²

This study examined the impact of management on the corporate performance of the Company. The study has shown that leadership is the key to the organizational performance of any company. The leadership style adopted by managers directly affects employees' organizational performance. The study found that delegation of joint leadership and responsibilities improves employee productivity and achievement of organizational goals and objectives. Thus, the study concludes that the achievement of an organization's goals and objectives depends solely on the leadership style adopted by the organization. Therefore, since leadership is a primary tool for achieving the goals / objectives of an organization, they recommend that each organization must ensure that the right leader leads his organization to achieve its stated goals and / or objectives.¹³

Methodology

this study refers to personal knowledge, expert opinion people, analyzing audiences , internet research and survey with company employees to check which is better styles in the leadership they like it .

Results and Discussion

In the above diagram the studies explain how the (leadership as (PM) with Transformational style have to change his styles to make Communication with different Department and Audiences to achieving the organization goal and success project and how it these styles effecting for framework.

The style between PM and Internal Department is Pacesetting Style to get approval to continuing his work faster with better result and this department has expert people and high skill, the communication with them should be clear to understanding the requirement to approve it and all communication is formal and documenting. The style between PM and Ex-consultant is Democratic Style to tack them opinion to tracking the project and helping and guiding PM with correct advice and all communication is formal and documenting. The style between PM and Critical site team is Autocratic Style in order to do the task when asking because the situation is high critical and not acceptable of any mistakes or daily, and all communication is formal, unformal and oral regarding situation and documenting. The style between PM and normal site team is Couching style through them site manager to improve them to work and all communication is formal and documenting. The style between PM and Internal-Safety and Controlling Department is Autocratic Style to ordering them to follow up Contactors and Sub-Contractors to ensuring them using the work as organization policies and standard without any mistake during work processes and all communication is formal and documenting. Finally, we can say that the successful project manager needs to have the ability to change his leadership style depending on the situation. This will gerent that all the people involving in the project will give him all the support that he needs. Also, he will have a better control and monitor all his team to achieve his goal with best quality and before dead line.

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