

Everyone's Smart University

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PROJECT LEADERSHIP

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THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS: A CASE OF SOFTWARE COMPANY

Introduction

Challenges within the software industry make leadership styles a key factor and the success of giving customer what he needs. This research provides an overview of information and knowledge within a corporate environment to ensure a project successful delivery with an underlying theme of defining leadership styles within the software projects environments to ensure successful project delivery. This research aims to instigate the perception of leadership styles required and factors that contribute to successful project delivery effectiveness within a software company environment. There are many challenges that today's organization face to justify their existence. Some of these challenges include staying competitive; growing shareholder value, and sustainability. These organizations participate and implement a magnitude of initiatives to achieve their objective, whatever those objectives might be. To achieve these objectives, organizations are often faced with the challenge of finding the right skills and leadership to deliver the desired results. According to (Ward, 2020) Leadership is the art of motivating a group of people to act toward achieving a common goal. In a business setting, this can mean directing workers and colleagues with a strategy to meet the company's needs. However, (Morgan, 2020) identified a leader as someone who can see how things can be improved and who rallies people to move toward that better vision. (Gartenstein, 2015) states that the objectives of leadership are geared toward bringing out the best in employees by communicating effectively about what needs to be done and why it matters.

Literature review:

According to (Tammy Lategan, 2015) one of the challenges that organizations face daily is trying to distinguish the difference between leaders versus a manager attribute. While (Haley) states that few skills are more vital to leadership than communication. Leaders must be able to communicate purpose, direction, and intent to all levels of the organization while receiving the same from higher levels.

Leadership skills:

Effective leaders can communicate well, motivate their team, handle and delegate responsibilities, listen to feedback, and have the flexibility to solve problems in an ever-changing workplace.

Whether you are starting out in an entry-level position and looking to move up the career ladder or seeking a promotion, your leadership skills will be among your most valuable assets. In this project I will use communication skill to make a strong leader in the workplace. According to (Doyle, 2021) As a leader, you need to be able to explain to your employees clearly and succinctly everything from organizational goals to specific tasks. Leaders must master all forms of communication, including one-on-one, departmental, and full-staff conversations, as well as communication via the phone, email, video, chat, and social media. A large part of communication involves listening. Leaders should make themselves regularly available to discuss issues and concerns with employees. Other skills related to communication include:

- Written communication
- verbal communication
- reducing ambiguity
- reading body language
- public speaking
- presentation Clarity
- Concision
- Correspondence
- Editing
- Explaining
- Expression
- Facilitating group conversations

Methodology:

This research is descriptive in nature, which sought to determine whether there is an improvement rate and project success within the industry when utilizing certain leadership skills, styles, and attributes within an organization.

Data collection tools:

A structured questionnaire was utilized to collect data, which comprised closed ended questions. The questions were clear of ambiguity to ensure that all of them are clearly understood by the respondents. The questionnaire was administered electronically. A link was sent to the participants who are all interested in software and works and software companies. Some of them were project managers, project teams, programmers, and designers. A brief description about the researcher and the purpose of the research was provided to the respondents in order to obtain their consent to participate and this survey the questionnaires were comprehensively designed to facilitate easy and quick completion. There were 20 participants from different areas after that responses were received and collected. The distribution process was attempted together responses to the questionnaire from a variety of participants quite interested in the software field.

Data sources:

The data in this research were collected from different references such as books, journals, previous research, and web sites and all those were the primary data sources. Then a questionnaire was designed to collect responses and generate results.

Results and Discussion:

Here I want to present and discuss the result of the survey which is as follow:

Question	Respondents Answers	
	Yes	No
leaders have an extensive influence over their stakeholders	13	7
effective leadership leads to project success	14	6

communication helps to implement projects successfully	15	5
leadership skills help in system implementations and enhancements	10	10
leadership skills help in increasing success rate of projects	29	1
leadership improves quality standards	10	10

The results show that respondents believe that leadership skills are important in business. leadership ensures that there is a substantial amount of project delivery and brings pride of workmanship to human beings that's why leaders should be influential, have a sense of power, demonstrate resistance, and engaged and consistent people management also leaders should be innovative, have respect for others, sensitive, and go beyond their ability for any organization to be lightly effective. Leaders should show confidence, display integrity, demonstrate extraordinary persistence, work hard, be responsive. Finally, according to the results, the software projects team displays that leaderships skills stipulated above with a positive rating of over 50% and that show us the important role of leadership skills and the software business. In summary, this research study outlined the importance of leadership skills to a software organization and proposed an important skill which is communication to deliver successful projects.

References

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