

# 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 2021-05-20 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. (اختياري).

{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 leadership skills on project success in the Ittefaq steel products company (ISPC).*

### *1. Introduction:*

*Leadership is the process of leading a team and influencing that team to achieve its goals [1]. Leadership is a combination of natural born talents and skill, and is about change .That is its primal function. The greatest leader is not necessarily the one who does the best things. He is the one that gets the people to do the greatest things" (Ronald Reagan).Leadership is defined such as the ability to create a common vision, which the individuals recognize or adopt as their own, and persuade them to realize it. What is good leadership is a subject of debate for thousands of years. However, we call effective leadership, when the leader take individual from where they are to a place where they are better off, and when it does not trample on the rights of others.*

*One of the most important leadership skills is motivation .Motivation is what propels an individual forward and is an essential factor in project success (Yazici, 2009); by the way, what motivates individuals is difficult to determine and understand. Individual motivation can be influenced by external factors, and in projects, the project manager and the social context are both strong contributors to motivation.[2].*

*The leaders in the company have different styles of leadership, the transformational leader, the democratic leader, and the transactional leader. This study will demonstrate the impact of leadership styles on the success of the organization .The goal of the research is to identify the impact of leadership style and motivation skills on project success in ISPC.*

## *2. Literature Review and Conceptual from work.*

*Realistically, there are no one definition of leadership that is universally accepted leadership is a complex and major concept. Research (Kotter 1988).*

*found leadership traits one-third natural and two-thirds learned. However, The general definition leadership as used within the context of this study, is the ability to recognize the need to implement change, establish direction, align people, motivate and inspire, communicate ,leadership is a complex and dynamic subject that contains and influencing by many variables[3]. The literatures, give relatively wide range of varying approaches to leadership. However, there is no specific approach to leadership .*

### *2.1 leadership*

*In fact, leadership is like team spirit and the foundation for the success of any project or organization. Leadership has traditionally been envisioned at an individual level skill. Good example of this is found transformational leadership theory. Leadership styles are the styles that are used for motivate followers. Leadership is not a single size fits all phenomenon .Leadership styles should be picked and adapted to fit Organizations, situations, groups, and individuals.*

*Leader is a person who can see how things can be improved and who rallies individual to move toward that better vision [1]. Leaders can work toward making their vision a reality while putting people first. Effective leader demands that the individual be competent in a wide variety of skills and abilities. Leaders need to be especially strong in the areas of interpersonal skills, negotiation, motivation, and conflict management.*

## *2.2 Leadership theories*

### *Great man theory*

*Great Man theories assume that the capacity for leadership is inherent – that great leaders are born, not made. The term “Great Man” was used because, at that time, leadership was believed on a male quality, especially in terms of military leadership [1].*

### *Trait Theory*

*The early theorists held that born leaders had certain physical traits and personality characteristics that distinguished them from non-leaders. Trait theories ignored the assumptions about whether leadership traits were hereditary or acquired. Jenkins identified two traits; emergent traits (those that rely heavily on genetics) as height, smart, self-confidence, attractiveness, and effectiveness traits based on experiences or learning, including charisma, as essential component of leadership (Ekvall & Arvonen, 1991).*

*Leadership theories are the explanations of why and how certain individual become leaders. They focus on the traits and behaviors that people can adopt to raise their leadership capabilities. Some of the best traits that leaders say are vital to excellent leadership.*

*The theories; Great Man theory, Trait Theory, contingency Theory, behavior Theory, transformation and transactional Theory, describe the behavioral pattern of leaders in terms of their level of effectiveness.[4]*

### *2.3.1 Transactional leadership style*

*Leadership has been described as a exchange or contractual process between leaders and followers. The transactional leader sets expectations for followers and rewards for followers performance (Bass, 1985). Leaders can also redirect the unwanted attitude of subordinates with negative punishments of 'punishment'. Subordinates usually do what you ask them to do.*

### *2.3.2 Transformational leadership style*

*Transformational leadership style is the common implemented styles. It has integrity, encourages clear steps to communication and expressive, defines clear goals. This type of leader inspires their group to work together across a common target. Transformational leaders mixed the best practices and are leaders who are trusted and can motivate others its focus is to motivates other, make change happen in our self, others, group, and organizations [1].*

### *2.3.3 Democratic leadership style*

*This leadership style is centered on subordinates contributions. Democratic leadership Bhatti et al. (2012) proposed that democratic leadership style focuses more on individuals and there is greater interaction within the team. The leadership functions are shared with team members of the group and the leader is the most part of the team. Similarly, (Jones et al, 2016) and Raelin (2012) proposed that the principles of democratic leadership is helpfulness, friendliness, and the encouraging of participation.*

## *2.4 Motivation*

*There are some definitions of motivation and there is no clear consensus of what the actual meaning motivation is. The cue according to (Robbins, 1994) motivation is the desire to do something and conditional by the action's ability to satisfy some need of the*

*individual". Motivation should not be considered as static: "the art of motivation is a process of changing one's willingness to exert effort" (Kamery, 2004, 92). From these definitions it can be derivative that motivation relates to a person's willingness to act in a certain way and this willingness is dynamic in the sense that it changes over time.*

## *2.5 Leadership and motivation*

*Leadership and motivation are in a mutual interaction the most motivated leadership have the most motivated followers and vice versa. subsequently, the understanding of motivation is a powerful management's mean in achieving organizations goals. It is considered that motivated and satisfied people can ensure growth and survival of an organization in a dynamic and highly uncertain environment due to the strong influence leadership has on employees individual performances and their participation in its achievement organizations goals (Hellriegel al., 1992, p. 477). In researches on leadership style, motivation, and performances, showed that different leadership styles influence motivation.*

## *3. Methodology*

*The thrust of research for this thesis is a qualitative research approach, and exploratory. The answers to the research questions is based on information gathered from pertinent literature regarding leadership and motivation. The method follows the identification of the sample, and these are the leaders in the company, and then studying the extent of the influence of leadership skills and their relevance to the motivation skills. The insights gained from this analysis should help to reach the conclusions that answer the research question which prompted the writing of this study.*

#### 4. Result and discussion

*The result out of research after using tools :*

*The sample was identified, leaders in the ISPC. The results of the study show that the effect of motivational leadership skills in the company on leaders has positive results for the extent of its effectiveness, and It is a major reason for the company's success. The sample reveal that, there is no leadership style that can be permanently used, sometimes situation may warrant change in the leadership style in motivation.*

*The transformational leadership style of the leader in the company, the most motivating of team members, employees, and the organization. Others follow him and they have great confidence in him. His leadership style its effect on the company success is positive .*

*The results showed a transactional leadership style is sometimes it has a bad effect, as it causes exhaustion for team members and may cause conflict.*

*The democratic leader style, he has a wonderful influence on the team members they respect him very much, his level of motivation is medium. Its effect on the company success is positive.*

*The results show that it supports the research goal, it has been concluded that the leadership "motivation" skill has a great impact on the success of any project in any company.*

#### 5. Conclusion

*Generally, both of the treated leadership styles on organization have been related to motivation in general. Transactional leadership appears to have mixed consequences for the stage of motivation, while transformational leadership seems to have an overall positive effect on motivation. By the way, democratic leadership style has a good motivational effect on company .*

## 6. References

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