

Everyone's Smart University

Project (Spring 2021)

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Section

Master

Date

Thursday

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Course Code

(PMG511)

PROJECT LEADERSHIP

Topic: Impact of the use of the team management skill by the leader of the planning and development unit in the Education Office in the Eastern Region

An analytical study shows the impact of the leadership method on team management compared to the realism between the first and second semesters

From 1438 to 1439 H for the Human Resource Planning and Development Unit

1 / Introduction

The Holy Quran is the constitution of this nation, and the Sunnah of Mustafa (PBUH) is the dictionary of this nation, which presents us with history of leadership in Islamic times beginning with the reign of the Prophet Muhammad, and his leadership of the call, whether secret or open, as well as highlighting the success of the caliphs in the leadership of the Islamic State after the death of the Prophet (PBUH). Many places in the Qur'an and sunnah have shown the leader's influence in the management and building of the team, including the saying of Allah, addressing Abraham (he said that I made you an imam) sura al-Baqarah 124[1].

The Prophet (as) would order his companions if they went out on a journey and there were more than three to order one of them to order them, as he said, "Peace be upon him (if three go out in a book, let them order one of them).



From this progress, it is clear how influential and important leadership is with a team that has identified the common goal with the leader's faith and ability to build and form a distinguished team. In the Messenger of God, peace be upon him, we have the best example: in the Messenger of God, you had a good example (for those who wanted God and the other day and mentioned God a lot AL-ahzab 21[2]. He was one of the greatest leaders who passed through the face of God, and the impact of his leadership remained until this time

1. 2 Leadership

I always enjoy looking at the winter sky for migratory birds, and I wonder who taught them that?

And how does the captain lead the team so many?

What is the mechanism for distributing roles between them?

God has specialized geese with this instinct, as each bird of the flock has a role to play by failing with its wings to form a lifting factor for the next bird.

It increases the effectiveness of aviation by 74% against a single fly field. Led by this squadron leader, he inspires us to lead effectively in managing the team.

Active leaders as geese leader who has a goal that his team seeks to achieve [3].

Leadership, from my humble point of view, is every human being who can take the hands of those who are surrounded by a poor working environment, family life, or civil society to walk with them at a steady and clear pace for a beautiful future to achieve the goals they all pursue.

Throughout the age's civilizations of different sizes and feet were, their writings about the leaders of wars tended to take a purely authoritarian style. During the second half of the 19th century, he transformed the leadership process from heroic individuals to leadership systems and processes that relied on the preparation of a team to maintain institutional cohesion. He knew that the key to any team's success was sharing ideas and solving problems without superaction [4]. Daphne Ma-Laurie knew that leadership is the art of serving others by providing them with everything they need so that they can achieve their full potential, both personally and professionally.[5]

2. 2 Leadership patterns in the Education Foundation (Education Office)

Through a nearly 15year business journey in which leaders have diversified and had a significant impact on achieving or failing educational institutional goals, through my study of the leadership course, I have been able to fully illustrate the differences between each type of pattern in the work environment and through this research, I will mention the leadership patterns of the Education Office and its significant impact on team management. One of the most important patterns prevailing:

2. 2. 1 Laissez-faire Leadership style

In 1438 Ah-1439Ah is the director of the Office of Education

We were facing a lot of problems that come back to us this helped our creative side but at the same time it had a little role that was completely far from the requirements of work and the needs of individuals, we have full freedom to make decisions, it had the least role in the work. This has caused many problems between departments and units.

2. 2. 2 Authoritarian Leadership style

In 1438 Ah-1439 H is the head of the planning and development unit the first semester

He decided on the goals to be achieved, directed, and controlled all activities without any participation from us as a team. He has full control over the team, we have no independence of his options based on his ideas and judgments. They rarely accept advice, and on the other hand, it was distinguished in making difficult decisions which made the Education Office in the first education offices in the Kingdom because it will not be satisfied with the least, some members of the team had a relationship of trust and it strengthened the performance of some of the team and others out of fear of job performance and decisiveness.

2. 2. 3 Transformational Leadership style

In 1438 Ah-1439 H is the head of the planning and development unit second semester

This leadership type is inspiring for the team. It is the most effective method and productivity was high, the team spirit was high, I was happy every morning to go to work, live in a state of enthusiasm. We always meet every morning for 15 minutes to discuss and solve problems by allowing everyone to contribute to decision-making. He put forward new ideas for developing and improving the working environment and the quality of programs provided to employees.

The study aims to determine the impact of the leadership method on team building, the study will address analysis and comparison of the planning and development unit, whose work is based on the planning and implementation of training programs aimed at management staff that prepare their employees for modern requirements and continue the educational process in anticipation of any circumstances. And through this study it is clear to us Does the leadership style has an impact on team management? Or is the work clear and has nothing to do with the pattern of leaders?

Will this impact extend to the objectives of the Office of Education?

3.0 Previous scientific reviews

3. 1 Laissez-faire Leadership

This study presented the stages of team formation and development to achieve the goals of the work and more specifically, it looks at how to manage the team according to the style of leadership and psychological motivation in individuals. A further 498 healthcare workers from (28) nursery teams filled out a questionnaire measuring the impact of individual driving and motivational style. The analysis was conducted using a comparison between two leaderships and the results of this study showed that non-intervention leadership causes less motivation than transformative leadership. because Transformative leadership is primarily linked to enhancing the team's needs, and secondly focuses on clarity of narrative while leadership works not to interfere in the other direction[6].

3. 2 Authoritarian Leadership

The study emphasized that authoritarian leadership is a commanding, demanding, and controlled approach, surveying 252 identical leaders and 765 subordinates in 227 task forces in three large Japanese institutions. The results showed that the dominant leaders are the most leaders who create an atmosphere of suppression of the sense of creativity and the spirit of the team interrelated, leading to a high level of fatigue for the team that negatively affects the performance of the team. The less creativity, cooperation, and bonding the team will be, the more the team's results will match the decisions of the leader, which may carry a kind of monotony and error. Quite the opposite if the leader improves leadership effectiveness, such as reducing his authoritarian behaviors and identifying appropriate channels for employees to unlock team spirit and creativity in the workplace. To find a distinguished team that can never be defeated [7].

3. 3 Transformational Leadership

The goal of the study was designed by the researcher to draw a questionnaire consisting of (39) paragraphs for the sample of the study consisting of managers and individuals in Jordanian insurance companies where the distribution of (489) questionnaires, the study reached the most important results:

1. The level of availability of transformative leadership in its dimensions (ideal impact, motivation, consideration of individuals, consultation between individuals and the leader, and giving powers) in Jordanian insurance companies was high.
2. The effectiveness of team building and management skills in Jordanian insurance companies was high.
3. This shows the extent to which transformative leadership affects individuals on the team, which has helped build a common vision in Jordanian insurance companies. The standard of building trust between the leader and the team members had the greatest impact among the manufacturing leadership criteria, which reflected the production of a coherent team with a common thought and goal, which led to a rise in insurance contributions over the previous years, exceeding 75% of Jordanian insurance companies [8].

4.0 The leader's skill in team management

As leaders, a team must be built, managed, and improved through the activities of the one-team group for participatory tasks that seek to achieve the organization's goal. To lead the team effectively, you have to lay the foundations for success for this team. You nurture your team's creativity and risk-taking and how to get your team back on track if you're frustrated, we as leaders have to identify, support, improve and improve your team's strengths and weaknesses until they fade away. Team members expect you to know where you're going and have a clear insight into the goal. It's the quality that sets you as a leader from the rest of the team [9].

I work in an educational system that must provide fully informed leadership for its role in building society. Its success or failure is linked to the type of relationship between leaders and all individuals, from the construction guard to the director of the Department of Education. Hence, my administration is receiving the attention of community leaders, led by King Salman bin Abdul-Aziz, God blesses, as it seeks to build the most precious resource, the human resource. To achieve this outstanding exit, the basis of this building must be an innovative and integrated team with the common goal they are pursuing.

5.0 Methodology

Study community: Education Office in the Eastern Province Same research: Executive directors in the sector (girls' boys)

Sample size: 882 administrative count Tools used: Data has been collected, limited, and analyzed with a quantitative program to measure performance indicators in the Ministry The scope of the study first semester and the second semester of the academic year 1438 H 1439 Ah during which the autocratic leadership pattern was changed (due to retirement) by a visionary leader and through the study, we will notice the reflection of this change on the team and successful or failed.

In our study, we will apply the approach of comparing the two most influential patterns to team management:

Appreciation	Humanity and humility	Goals	Sharing	Active listening	Productivity	Skills	Standards	
Low	nonexistent	Not clear	nonexistent	Low	High	Low	Authoritarian 1439-1438H	styles leadership
High	High	Clear and we share	High	High	High	High	Visionary 1439-1438H	

6.0 Results and Discussion

Through the results of the previous study, it is clear that in 1438 1439 Ah the first semester, performance indicators decreased in a low manner near zero. The performance index is distinctly high and has achieved a high percentage. From the same year for the second semester [photo supplement of performance indicators]. Measures to measure the extent of the training impact on teams revealed the effectiveness of the transformative leadership method in spreading entrepreneurship among team members because they feel belonging to the Education Office and seek to raise low-performance indicators before the end of the school year. Feedback from school leaders showed how they sought to participate in raising the level of their staff, which in turn raises training indicators, and periodic reports have been filed for staff who have completed training to follow up on their development on all the skills trained. To change reality for the better, a visionary leader must have many skills that enable him to make a difference.

As a transformative leader, you need a lot of effort and self-confidence to make a team because you're going to have a lot of difficulties because they're used to the autocratic style, you may find your team members can't express their opinion. Or they're nervous. Therefore, to structure the team, the team must be divided into groups according to their skills and knowledge. You are a team (top-down) for less experienced staff in the planning unit to train them to improve and develop their expertise. He supported the team of trainers in the department who were distinguished by the experience and skills and was keen to follow the unit's coordinators working on 42 schools because they (a large and changing team) and held regular business follow-up meetings. The transformative leader will develop his less skilled team because less skilled individuals live a mixture of joy with his membership in a group, optimism of the ability to succeed, pride in his choice, anxiety, and fear of failure, and individuals at this stage showed a mixture of literature, courtesy, and official dealing. with others in the genesis phase. Then there may be some differences and differences of opinion, and each member wants to determine his or her place, conflicts must be resolved and reminded of our common goal, and that each member has an effective role, and the leader has established the Charter of the Group. Each member accepted the other and began to improve their relationships and solve problems with the participation of the leader. Individuals have The skills and knowledge required. The stage of excellence in performance and thinking began to increase effectiveness, and the leader directed and trained.

The leader was characterized by high self-confidence and emotional intelligence that characterized all the needs of the team, provided them with career security and self-esteem, motivated them to do their jobs. Yes, it took some time to build confidence. Assigned to her as a team leader, our only goal was to achieve a high-performance index. Naturally, any team is exposed to pitfalls but when a leader has confidence, he is willing to learn from failure (a non-operational mentality).

There is nothing to discourage me from excluding every attempt, not another step forward. Adison

7.0 References in Arabic:

Qur'an Sura al-Baqarah Verse 124 pages 19

Qur'an Sura AL-ahzab Verse 21 pages 420

8.0 Foreign references

- 3_ HANS CHRISTIAN CORNELIUS MORTENSEN: ASPECTS OF HIS LIFE AND OF THE HISTORY OF BIRD RINGING Helgoland 1999. **Key words:** history of bird ringing.
- 4- William Deming Teamwork and Project Management 26 Karl A. S math University of Minnesota -Page26.
- 5 - Daphne Mallory LPU-Laguna Business and Accountancy Journal- Vol. September 2016 -page96
- 6- Rae's, Elisabeth; Decoyer, Stefan; Lamont , Bart ; Van den Bossche, Piet ; Kyndt, Eva ; Demeyere, Sybille ; Duchy, Filip _ Facilitating team learning through transformational leadership Instructional Science; 2013; Vol. 41; is. 2; pp. 287 – 305
- 7- Taggar, S., & Seijts, G. H. (2003). Leader and staff role-efficacy as antecedents of collective-efficacy and team performance. *Human Performance*, 16(2), 131–156. https://doi.org/10.1207/S15327043HUP1602_2
- 8 – HAFEZ Abdelkarim Al-Ghazali- The Impact of Transformational Leadership on Decision Taking Process Effectiveness in the Jordanian Insurance Companies _page66
- 9-The No-Fads, Heart-of-the-Matter Facts You Need to Know James M -Bass ISBN-page4
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9.0 Appendices

First: A performance indicator for the Human Resources Unit of the Education Office, first semester.

Second: A picture of the performance indicators of the human resources unit of the Education Office second semester.

Third: Research study tool

Supplement (1)

المملكة العربية السعودية
وزارة التعليم
وحدة تطوير الموارد البشرية
HRD

التاريخ: ١٤٣٩/٤/٦ هـ
المشروعات:

وزارة التعليم
Ministry of Education

الرسالة : تقديم خدمات تدريبية و تعليمية ذات جودة عالية وفق معايير عالية بمشاركة مجتمعية	القيم : المواطنة - الإنجاز - العدل - العمل بروح الفريق	الرؤية : الريادة ابتداءً بحلول مبدع
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القيم : المواطنة - الإنجاز - العدل - العمل بروح الفريق
التميز الذاتية - المسؤولية الاجتماعية

وفقه الله

إلى : المكرم مدير مكتب

من : مدير إدارة الموارد البشرية

بشأن : نتائج مؤشر التدريب للإداريين / ات للفصل الدراسي الأول ١٤٣٨/١٤٣٩ هـ

السلام عليكم ورحمة الله وبركاته ، ، ،

انطلاقاً من أهمية التحسين وتجويد الأداء ، تجدون أدناه جدول نتائج مؤشر تدريب الإداريين / ات التابعين لمكتبكم شاكرين جهودكم المبذولة مع العلم بأنه لم تصلنا خطة للبرامج التدريبية للإداريين (بنين) ..

الفترة	عدد الساعات التدريبية	عدد الإداريين / ات	المؤشر	النتيجة
بنات	٢١٩٠	٨٢٨	٣.١	متخلف بشدة
بنين	٠	٢٠ (حسب ماوصلنا)	٠	متخلف بشدة

للتلطف بالاطلاع والعمل على التحسين ..

و السلام عليكم ورحمة الله وبركاته ، ، ،

+المؤشر على اعتبار المعيارية بنهاية الفصل الدراسي الأول (١٠ ساعات/إدارية)

معدل الساعات التدريبية	١٠ - ٩	٨ - ٧	٦ - ٥	أقل من ٥
تصنيف الأداء	متميز	جيد	متخلف	متخلف بشدة

من : مكتب الجليل (بنات)
من : التفتدي

Supplement (2)

وزارة التعليم بالسلطنة العرفية
إدارة الموارد البشرية
م 3:39
مادة تطوير الموارد البشرية
HRD

التاريخ: ٩/ ٨ / ٢٠٢١
المشغوعات: شهادة

الرسالة: تقديم خدمات تدريبية و تعليمية ذات جودة عالية
بمشاركة مجتمعية

القيم: الوطنية - الإلتقان - العدل - العمل
التحلية الذاتية - المسؤولية الاجتماعية

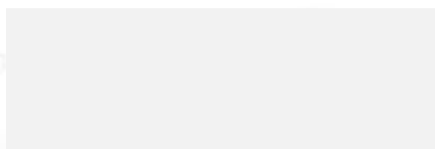
المكرم :
مدير إدارة الموارد البشرية
: نتائج مؤشر التدريب للإداريين / ات للفصل الدراسي الثاني ١٤٢٨/ ١٤٢٩ هـ
لام عليكم ورحمة الله وبركاته ...

انطلاقاً من أهمية التحسين وتجويد الأداء ، نرفق لكم نتائج مؤشر تدريب الإداريين /
يعين / ات لمكتبكم شاكرين جهودكم المبذولة ، كما يطيب لنا أن نشـ
تاذة / ربما بنت علي العاصمي لجهودها البارزة والتي كان لها الأثر الفعال في رفع المؤ
يد البرامج التدريبية المقدمة لشاغلي / ات الوظائف الإدارية - مرفق شهادة شكر وتقدير

نقطة	عدد الساعات التدريبية	عدد الإداريات	المؤشر	النتيجة
ثمن	٢٥٨	١٥	١٧	متميز
نات	١٤١٣٥	٧٦٥	١٨.٥	متميز

تتلف بالاطلاع ..

و السلام عليكم ورحمة الله وبركاته ...



نبار المعيارية بنهاية الفصل الدراسي الثاني (١٠ ساعات/إدارية)

ساعات التدريبية	٩٠ - ١٠	٨٩ - ٧	٦٩ - ٥	أقل من ٥
أداء	متميز	جيد	محتاج	أقل من ٥

Supplement (3)

- Please kindly from the education office staff to put a note.
- Be careful when completing the questionnaire.

	The paragraphs	<i>Authoritarian1439-1438H</i>			Visionary1439-1438H		
		Approximate rate			Approximate rate		
		Always 1	Sometimes 2	never 3	Always 1	Sometimes 2	never 3
1	I discuss their role requirements to provide skills training						
2	Keep track of their work and motivate them to show their best.			✓			
3	Listen carefully to the opinions of the team members and respect their beliefs			✓	✓		
4	Share their ideas and hear their views on solving a problem			✓	✓		
5	Focuses on the importance of a common understanding of goals and education message		✓		✓		
6	Interact with individuals as a whole with stimulus			✓	✓		
7	It is concerned with satisfying their needs in accordance with his powers			✓	✓		
8	I express my appreciation to the staff when they do a good job.			✓	✓		