

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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 influence of Leadership during startup LCC airline flyadeal.

1.Introduction:-

Leadership is most fundamentally about changes. What leaders do is create the systems and organizations that managers need and eventually, moving them up to a whole new level or change in some basic ways to take advantage of new opportunities its both a research area, and a practical skill encompassing the ability of an individual, group or organization to lead and influence and guide other individuals teams. Here teams will be influenced by leaders regardless of the outcome if its positive or negative vise versa will be on leaders who will be influenced by the culture and the company vision or by teams it self.

2. Literature review and conceptual from work:-

Leading in aviation might defer from any typical organization where you are surrounding by rules and regulations and by safety and economy restrictions that its tighten you up specially if you are foreign or an outsider that recently joined an new startup company in the aviation industry to be precisely an LCC (low cost airline) technical lapses in leadership and decision-making style the leader influence are showing in the beginning faces for the startup and how leaders inspired there subordinate and the reflex of the team in short periods for a fast swift actions and how you will influence the team to give an extra mile or hours of working to enable the start and push goal.

2.1Leadership:-

The process of leading group and influencing that group is to hit it goals or the corporate milestone and however being a pacesetter isn't merely regarding hit targets and delivering the products. It's additionally regarding sticking out the correct perspective inspirer's others to try and do their best work and making vision and giving less tangible and a lot of emotional support no matter leadership designs as it's the foremost difficult jobs in any organization cus its need each member understanding and extra areas got to be coordinated and a robust social skills quoting leadership could be about tittles positions or flowcharts its regarding one life influencing another-awareness of the culture and totally different circumstances is a key for any leadership Leaders and followers share objectives. implies that leaders work with their followers to realize objectives that all of them share. Establishing shared objectives that leaders and followers will coalesce around is tough however well worth the effort. Leaders who are caning to expend time and energy in deciding acceptable goals will notice these goals achieved a lot of effectively and simply if followers and leaders work along Leader impos goals are usually tougher and fewer effectively achieved than goals developed along leaders have an effect on and ar suffering from their followers either affected by or negatively It stresses that leadership is a 2 means interactive event between leaders and followers rather than a linear one way event within which the leader affects the followers however not contrariwise

2.2 Leadership theory review:-

The search for the characteristics or traits of leaders has continued for centuries by **Cecil Rhodes (1853–1902)** believed that public-spirited leadership could be nurtured by identifying young people with "moral force of character and instincts to lead", and educating them in context and in early 1900 Great Man theories assume that the capacity for leadership is inherent that great leaders are born not made These theories often reveals a great leaders as hero myth, and fated to end by leadership when needed The term "Great Man" was used because, at that time leadership was believed on a male quality especially in terms of military leadership alternative theories between 1940-1950 trait theory Similar in some ways to Great Man theories, attribute theory assumes that individuals inherit bound qualities and traits that build them higher matched to leadership attribute theories typically establish bound personality or behavioral characteristics shared by leaders behavioral theorie in Ohio State Uni They narrow their findings to 2 classifiable distinctions the primary dimension was known as initiating structure that described however a leader clearly and accurately communicates with the followers, defines goals, and determines however tasks are performed. These thought are "task oriented" behavior. The second area is "consideration", that indicates the leader's ability to make An social relationship with their followers, to ascertain a kind of mutual trust These are considered "social oriented the ohio state conclude the High-high leader meaning high I consideration and high in initiating structure achieved high subordinate performance and satisfaction but not in all situation the (pmg511 ch4).

2.3 Leadership style

2.3.1 Autocratic Leadership Style:-

According to **Nwankwo and Enoch (1999)** described autocratic style as a leadership style in which production is emphasized at the expense of any human consideration, and where decision are made exclusively by the leader The leader believes that human beings are evil, weak, unwilling to work, incapable of self-determination and have limited reasoning therefore they must be directed pushed and forced to do work The summary of the characteristics of an autocratic leader as presented by is the dictation of all policies and procedures by the leader with very little or no involvement in deciding The imposition of task and ways on the subordinates an absence of communication between the leader and also the group nagging and suspicion breeding on the a part of the leader. Autocratic leaders need their subordinates to figure with them typically autocratic leaders maintain decision-making with them a per **Purwanto Asbari 2020** autocratic leadership is also known as authoritarian leadership style autocratic leaders are less creative and only promote one communication side.

2.3.2 Democratic Leadership Style:-

This leadership style, subordinates are involved in making decisions. Unlike autocratic this leadership is centered on subordinates' contributions The democratic leader holds

final responsibility, but he or she is known to delegate authority to other people, who determine work projects (**Elenkov, 2002**) His style of authority depends on the group been counseled and their feelings being esteemed the democratic leadership as leadership within which higher cognitive process is decentralized and shared by all subordinates during a democratic leadership style, the potential for weak execution and poor deciding is extremely high. but democratic leadership is additionally famous to inspire workers to try and do higher, like their views and opinions are valued. Studies by show that democratic leadership has a positive impact on organizational performance democratic leadership allows employees to make decisions together by sharing them with groups and managers In this type of leadership vogue, praise and criticism are given objectively and a way of responsibility is additionally developed among workers

2.3.3 Transformational/Visionary Leadership Style.:

According to **Bass and Avolio (1994)**, happens once leaders extend or increase worker interest. Transformation leaders are folks whose company and human talents maximized as a result of workers continually able to accomplish tangible and intangible gifts this leadership vogue specifically helps in making the best existing atmosphere for performance and conjointly articulates a compelling vision that enhances overall structure performance, the trans/vision leaders is one in all the foremost enforced designs it's integrity and clear goals support clear steps to communication and communicatory this sort of leader conjures up their team to figure along to a standard target transformation leaders mix the most effective practices and leaders United Nations agency trusty and might encourage others a visionary leaders focuses on develop subordinates and considering their desires, leaders United Nations agency focus transformational leadership specifically on developing the worth of the groups system, developing their morality skills & motivation levels leadership acts as a solid bridge between team and leaders heads, to develop a swish understanding of levels of motivation values and interests.

2.3.4 Charismatic Leadership Style:-

getting worse charismatic leaders don't train their subordinates to act as their substitutes within the future. this leadership style promotes happy subordinates, but lesser future leaders thus, it can have a long-term, negative effect on organizational performance, during this leadership the charismatic leader shows his or her revolutionary power Charisma doesn't mean sheer behavioral change It actually involves a change of followers' values and beliefs a charismatic leader is an enthusiastic, self-confident leader whose personality and actions influence people to behave in certain ways. the foremost comprehensive analysis of attractive leaders known the following personal characteristics they share they need a vision they have the power to articulate that vision they're willing to require risks to attain that vision They demonstrate behaviors that are out of the standard. (**pmg511 ch3**).

2.4 Influence:-

a leadership guru, once said that “leadership is about influence. Nothing else” **John Maxwell**, influencing is a big part of leadership. Unsurprisingly influencing others is one of the hardest things to do. Not just the leader All team members have influence on their peers Can be positive or negative leaders must Choose appropriate combinations for each peer or team member (**pmg511 ch4**).

2.5 Leadership and Influence:-

Roshan Thiram define influence as 'the ability to move others into action When ever we can change someone thought process and convince them to take a course of action, we have demonstrate influence, hence demonstrated leadership the goal of strategic influencing is to obtain willing cooperation iso of only acquiescence.

It's about more like getting others to follow us because they desire to and not because they required to. Influencing others shift work from being simply transactional shifting it to relational way the most positive way to influence teams is first to build a strong relationship of trust.

The sources of power for influencer formal and legeitment, penalty and cocive, reward, expert, referent. (**pmg511 ch4**).

3. METHODOLOGY:-

The descriptive research design method was used to carry out this study there were no participate or interviews been made by myself although the study allocated from different organization and universities along with leaders and CEOs The instrument used for collecting data for this study was old studies along with what we currently studding in everyone smart university PMG511 project leadership.

4. RESULT AND DISCUSSION:-

Based on the above to summarises the relationship between power influence and leadership with the current framework is that leadership an associate influence method may be a perform of the of the leader's sources of power and also the range of acceptance with the interests and needs of the subordinates the sources of power are separated into personal and organizationale thus formal-payoff-compulsory powers are organizational as well as part of the leaders job rules and procedures and additional Expert-referent are well known as personal or emanate from a leaders personality.

5. Conclusion :-

the ability to influence others. One of the most influential theories of power comes from the work of Samuel **malachowsky** 2018 and leadership: theory and practice 7th edition attempted to determine the sources influence to others as identified five sources (legitimate, coercive ,reward, expert and referent) generally the personal sources of influence are more strongly related to employees' job satisfaction and the leader can be affect them positively or negatively influenced leaders can adjust the team and focus them to one target

6.Reference:-

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