

Everyone's Smart University

Assignment 1 (Spring 2021)

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Section

Master

Date

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Course Code

(PMG511)

PROJECT LEADERSHIP

Instructions:

- يغلق الواجب يوم الإثنين ١ مارس في تمام الساعة ٩ مساءً.
- الواجب سؤال واحد مقالي من ٤ درجات ما لا يقل عن ١٥٠ كلمة باستخدام font 12.
- الإجابة على الواجب باللغة الإنجليزية واللغة العربية مع مراعاة أن تكون المصطلحات باللغة الإنجليزية
- يرجى ضرورة التحويل إلى صيغة pdf بعد الانتهاء من الواجب ورفعته على المودل.
- الحل يكون على هذا النموذج الخاص بالجامعة فقط ولن تقبل أي مستندات أخرى.

Instructor's Name:

Dr. Sara Adel

Assignment (1)

During our study about Leadership, we learned the difference between manager and leader, adding to that we studied traits, and styles of leaders and leadership.

In our first assignment, you will research and write about **a modern project leader** of your choice . Carefully consider his traits, styles, and detect any different situations for his/her leadership in today's organizations.

Your Task

1. Select a leader either a “good example or a bad example.”
2. Research your chosen leader, identifying **evidence** of his/her traits, styles, and leadership situations.
3. Write a **four-paragraph essay** profiling your chosen leader.
 - First, introduce your leader, and state why you selected him/her. Was their leadership effective or not effective?
 - Next, detect the traits and style of your leader, and why you chose that style for him/her?
 - Next, describe the leadership situation your chosen leader was in and so you chose for him that style?
 - Finally, conclude with a short description what is your personal leadership style and how effective it has been for you?

Best of luck..

الواجب الاول

خلال دراستنا في مقرر القيادة في المشاريع، تعلمنا ما هو الفرق بين المدير والقائد، أضف إلى ذلك أننا تطرقنا أيضاً إلى سمات وأنماط القادة والقيادة.

في واجبنا الأول، ستقوم بالبحث والكتابة **عن قائد مشروع من اختيارك**. ضع في اعتبارك سماته وأساليبه وأنماطه واكتشف أي من المواقف المختلفة لقيادته في مؤسسته أدت إلى اختيارك إياه.

مهمتك هي:

1. حدد قائداً أياً كان "مثالاً جيداً أو مثالاً سيئاً للقيادة".
2. ابحث عن القائد الذي اخترته، وحدد الدليل على سماته وأنماطه ومواقفه القيادية.
3. اكتب مقالاً **من أربع فقرات** يصف القائد الذي اخترته:
 - أولاً، قم بتقديم قائدك، واذكر سبب اختيارك له / لها. هل كانت قيادته فعالة أم غير فعالة؟
 - ثم بعد ذلك، اكتشف سمات وأسلوب ونمط قائدك، ولماذا اخترت هذا الأسلوب أو النمط له / لها.
 - بعد ذلك، صف الموقف القيادي الذي أثر بك وجعلك تختار الحديث عن هذا القائد. وأن لهذا السبب انت اخترت له هذا النمط القيادي.
 - أخيراً، اختتم بوصفاً موجزاً لأسلوبك الشخصي في القيادة ومدى فعاليته بالنسبة لك.

مع تمنياتي بالتوفيق....



In this assignment I will talk about a leader that I choose. Under every trait I will mention one leading situation for choose him in each trait. I will start answering the required four questions in sequence:

✚ Introduction about my leader:

Al Farooq Omar Bin Al Khattab (may Allah be pleased with him) was one of the counsellors of Prophet Muhammad (peace be upon him) and one of his close companions.

✚ Why you selecting him?

I selected him because he is one of the greatest men after our prophet Mohammed (peace be upon him) and Abu baker (may Allah be pleased with him) in Islam who has a real and amazing achievements through his leadership style and characteristics. From his leading styles and traits we can learn a lot. Al Farooq Omar Bin Al Khattab (may Allah be pleased with him) adopted all types of leadership.

✚ Was his leadership effective or not effective?

His leadership was effective, efficient and impressive at the same time.

✚ Detect the traits and style of your leader, and why you chose that style for him/her? Next, describe the leadership situation your chosen leader was in and so you chose for him that style?

His style was depending on the people he was dealing with and the situation the people faces. Generally the traits and situations for why I choose him my leader and why I choose that style for him mentioned below each traits as showing:

- 1- Charismatic leadership style: because as we can see in the situations within some traits he is an enthusiastic, self-confident leader whose personality and actions influence people to behave in certain way.
- 2- Affiliative leadership style: within some situations in some traits we notice he is caring about people and create personal connection between him, his subordinates and the people.
- 3- Transformational/Visionary: one of his traits Building Community through enhancing innovation.

1. **Listening:**

One of the key successes of ‘Umar ibn Khattab’s (r.a) leadership was his ability to listen and listening to criticisms. He used to listen or pay attention to the grudges of his followers whether against himself or against any of his appointed governors. He always advised his governors or any other appointed or elected leader to emulate him in this vital act. He says: Being accessible to the people by listen to their complaints, judging among them and settling scores, otherwise relation will be adversely affected and there will be instability in society. Do not close your door to the people or allow the strong to oppress the weak. (As-Sallabi, 2007, vol 2, p.394).

2. **Empathy:**

Empathy or understanding and entering into another's feelings can be seen from ‘Umar’s (r.a) character especially during the year of Ashes (Ar-Ramadah) when the famine, drought and hunger struck Madinah. People could not find food to eat, and he vowed not to eat ghee and yogurt as usual. He laments “How can I be concerned for the people, if I do not suffer what they suffer” (As-Sallabi, 2007, vol 1, p.193). Because he put himself in the position of Iraqi widows, he vowed not leave them in need of anybody after him. That is to say, he would satisfy or provide them with all their needs. ‘Umar’s empathy or feeling for others can also be seen one of the stories. It is recorded that one day on his usual patrol the city, he saw a distance fire in the

desert then he told his slave “Aslam”. “There seems to be a camp. Perhaps, it is a caravan that could not enter the town due to light fall. Let’s go and look after them and arrange for their protection during night”. (Kaandhlawi, 2005, p.41)

3. Healing:

From the story of the year of ashes mentioned earlier, Bedouins came from desert to Madinah seeking refuge. As such, there were refugee camps. ‘Umar (r.a) set up an institution to help the refugee and divided works among his workers. He fed the refugees from Dar-Daqeeq, which was established to distribute food for those who came to Madinah. It was also recorded that ‘Umar (r.a) solicited remedy (healing) for Mu’ayyeb, bayt al-mal (public treasury) keeper from his illness. Besides practicing healing the subordinates by himself, he advised his appointed governors to see that they build the strong bond between them and their attendants. He strongly admonished them to heal their followers’ spiritual, moral, emotional and physical ailments. (As-Sallabi, 2007).

4. Awareness:

Awareness is one of ‘Umar’s (r.a) secret to the successfulness of his tenure. History records him to be one of the foremost Prophet’s companions in regards to knowledge and awareness (Ahmed, 2006). Many instances can be cited to prove this. As-Sallabi, (2007, vol2 p.46) says, ‘Umar Ibn Kattab (r.a) appointed some people and did not appoint others who were of greater virtue than them, because the former knew how to do things”.

5. Persuasion:

‘Umar (r.a) used to persuade whoever he sees to be the best in doing things. He persuaded many of his agents (governors and army leader) to take charge and wrote letters to remind them. It was recorded in one of his letter saying: “I advise you to treat your people justly, and to devote yourself to looking after them and protect them against their enemy. Do not show any favour to the rich over the poor. That will be better for your spiritual well-being and will help to reduce

your burden of sin, and it will be better for your Hereafter...I instruct you to be strict with regard to the commands of Allah.” (As-Sallabi, 2007,vol.2 p.389).

6. Conceptualization:

‘Umar (r.a) had this characteristic to his credit. He enlarged the public treasury and established it in all provinces with appointment of their keeper(s). He conceptualized that justice is a must in a given society. Therefore, he established court of justice and appointed judges for the first time in history. He also established army department and assigned regular salaries for the soldiers. He also started revenue department. He established schools in the provinces and allocated salaries to their teachers. There are many things which he conceptualized and tried to actualize as a leader.

7. Foresight:

It is a characteristic that allows a servant leader to grasp the lessons from the past, the reality of the present, and the possible outcome of a decision for the future. It is also assumed to be deeply rooted within the intuitive mind. It is said that foresight is the lead that the leader has. When a leader losses it things will start to fall apart and the center will no longer be held. The major problem of the leadership is inability to foresee what could have been foreseen. (Greenleaf, 1991). As-Sallabi (2007) unequivocally declares foresight as one of the characteristics of ‘Umar’s (r.a) leadership. Al-Qur’an also testifies to the ‘Umar (r.a) foresight where in many instances confirm what He had earlier predicted, for instance, taking the station of Prophet Ibrahim (a.s) as a place of prayer, the issues of veil for the prophet’s wives, prohibition of alcoholic drinking, issue of funeral prayer for the hypocrites and many others.

8. Commitment to the Growth of People:

‘Umar (r.a) committed himself to the growth of his subordinates; he established schools in the provinces and paid the workers stipend. He decreed that an army should not spend beyond a certain period of time waging war without going back to his family. He told the Syrian people after the conquest that he did not send the governors to beat them but to teach them the religion and Sunnah of the Prophet. He also used to tell the governors that “We have not appointed you to

shave the hair of the Muslims and to beat them; rather, we have appointed you to established regular prayer and teach them al-Quran” (Quoted in As-Sallabi, 2007, vol 2, p.66). As such, one can see how ‘Umar ibn Khattab was committed or dedicated himself to the growth of his followers so as to prosper in this world and in the hereafter. Remarkably, the ultimate goal of human being is to prosper in both worlds.(Alfalah fi duniyah wal akhirah).

9. Recognition of People’s Talents and Weaknesses:

Umar had flair of reading people. This quality showed up in his appointments and reappointments of various commanders and governors across the Islamic domain.

He kept the most experienced and qualified companions with him in Madinah as his advisors. But that didn’t prevent him from consulting with Muslim juveniles, who, he said, had sharper minds by virtue of which they could come up with original ideas. He even consulted with his enemies.

10. Sense of Responsibility:

One day Ali saw Umar rushing by. He asked him where he was going. Umar said:

‘I am catching one of the camels of charity that had run away.’

He also said:

‘If a goat were lost in the rims of the Euphrates [river], Umar would be accountable for it in the day of Judgment.’ (Ibn al Jawzi)

So keen was his sense of responsibility that he would change his look and make rounds of the city in order to find out how his people were doing.

He would make frequent visits to other states under his command as well. He established an open-door policy whereby anyone could come and lodge his/her complaint with him.

11. Strength:

Umar was known for his strength of character, and his toughness in establishing truth. When it came to doing the right thing, nothing came between it and Umar.

When he embraced Islam, he didn't keep it hidden as did other companions, because of fear of persecution. He went out and openly declared his Islam to the chieftains of Makkah.

Before his Hijrah to Madinah, instead of going stealthily, he declared his decision openly. Some might think that it was not prudent for Umar to do this, but in fact Umar had that strength of body and personality which put fear in the hearts of the nobles of Makkah, who didn't even try to stop Umar's course of action. And about his strength of Iman, it is evident from the Prophet's saying: O Ibn Al-Khattab! By Him in Whose Hands my life is, whenever Satan sees you taking a way, he follows a way other than yours! (Sahih al Bukhari) This is an extremely prized quality in a leader. A good leader only looks at the most practical and prudent course of action, and firmly sets out to accomplish it, without any hesitation or fear of deterring factors.

10. Building Community:

Building community was one of 'Umar's (r.a) primary targets as soon as he became the caliph. His community building includes physical and spiritual building. He solicited for cooperation and obedience, fulfilling covenants and sincerity in one's work within the then micro community. He also built the community by expansion, which includes Bahrain, Iraq, Persia, Syria, Egypt and so on. It was recorded that: He ('Umar, r.a) was concern with the protection and development of the institutions of the state serving the financial, judicial, and military fields as well as matters pertaining to the appointment of governors. He strove to make the people adhere to the command of Allah and the commands of His Prophet Muhammad (s.a.w) . He strove to make people avoid that which has been forbidden by Allah and his prophet using his position as caliph of the Muslim and through the governors of the provinces. (As-Sallabi, 2007, vol1, p.293).

✚ Conclude with a short description what is your personal leadership style and how effective it has been for you?

My Personal style is Transformational/Visionary. It was good for some teams to get the best performance out of them and very effective if there was two things exist in your team or the people you are manage_. These two very important keys for Leading and managing the people that may not be visible for some of the leaders. Without them managing the people or team may not to come up with the expected result. These two keys are:

1-Sense of Responsibility.

2-Sense of Accountability.

These two keys will not be at the same level all the time for this reason the good leader must keep them by establishing a system.

References:

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