

Everyone's Smart University

Project (Spring 2021)

Student Name	أحمد بن عبد الهادي بن محمد القحطاني.	اسم الطالب
Students I.D	2021203280	الرقم الجامعي

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

PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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

Leadership is a set of positions, habits, skills, thinking, and responsibilities that enable fans to perform at their highest level while remaining cost-effective. Worldly intelligence, resolve, drive, strength, reasoning capacity, respect, passionate knowledge, moral character, and integrity are all qualities that distinguish a pioneer. A well-respected visionary is eager to point out subjects that will kill him and wants him to adopt them. Not because they have to, but because their inner soul demands it, a pioneer should give of himself and his followers so that they will not be caught off guard. Inspired by technology, he should be a fantastic visionary, with the aim of those who devote themselves to him not being captured because they are paying, but because they must pay their master. A pioneer's aim is to inspire his followers with an optimistic view of what is to come. A visionary will provide a basis for goals such as giving bears and inspiring colleagues by dreaming (Avolio, 2019).

The creation of opinion is dependent on consistency, which can occur as a result of the evolution of rivals, a shift in the market climate, or potential consumer behavior. The pioneer informs his team of the situation and suggests strategies for achieving the objectives so that everybody benefits. It is extremely difficult, as we would expect, because simply dreaming is insufficient; the pioneer must also move and move the representatives to book. If a pioneer's attitude toward major changes or the establishment of new cycles is critical, it is critical that the pioneer remain faithful to the concept and continue to support it. The idea's proponents stressed that it would benefit both the organization and its workers, as well as provide financial benefits. Planning, task collection, performance management, compensation for leading experts, and measuring progress are only a few of the areas where the Initiative's board of directors has experience. It doesn't make sense that each pioneer group is made up of professionals and that the group is made up of people who perform exceptionally well, so pioneers must first develop the skills of their colleagues and set goals to achieve them. This can be accomplished by the hiring of consultants, planning, or the use of mobile skills (Barker, 2007).

The secret to organizational development is effective action. A true visionary is one who inspires his followers to be truthful, since this will almost certainly result in the organization's success. Strict management has the potential to raise more pioneers, and it is more convincing because it creates new pioneers in-house rather than having them work remotely. Internal pioneering ensures that they are aware of the company's principles and cycles, as well as the corporate lifestyle in which everybody is dedicated to both the organization and themselves. All of this is pointless and deceptive if the company has a lot of money, strategies, expertise, and a good model but no strong management, because strong authority brings all of these things together to take the organization to the next level. By speculating, an organization may have a bright future or achieve success, but solid action is the only way to bring these ideas into action and allow the organization to produce meaningful results. While an organization can face tough circumstances as a result of success or deterioration, good management has the potential to instil morale and provide assurance in order to lift the organization out of the slums (Becker, 2016).

Charismatic leadership:

Instead of relying on outside experts, the leaders of this style lead with their personality and appeal. Through collaboration and determination, these pioneers were able to achieve the ambitions of royalty. This form of leader has observed the weather conditions of the people (employees and customers) and taken particular actions in response to those conditions. With the aid of a character, the ability to file an appeal is a way of empowering others' behaviour. They inspired their team to finish their work with the kind of passion that drives target achievement.

These forefathers are well-versed in the concept of conversing with zealous individuals. Magnetic motion has the ability to deliver a compelling message. With the aid of their simple capture, data collection, and finding ways to cope with problems, they will deal with the lack of operational cycles. Attractive pioneers have a fantastic personality and improved personality characteristics, allowing them to succeed in all facets of life. In tough cases, they are caring and pleading with their staff.

Regardless of the case, good-looking pioneers have consistently high and low ratings. They benefit from good oral communication because it allows them to communicate with strangers (Bennegren, 2019).

The transformation phase is perhaps the most common type of edge management, as it focuses on the organization's ongoing changes. The tragic event is serving as an excellent example for those who will be required to pioneer in the near future. They have a friendly atmosphere that is passed on by their passion for new challenges and commitment to policies. Their actions are regulated by ethical principles, and they foster faith among devotees. With their self-assurance and excitement, they will motivate fans. They offer their fans an easy-to-understand viewpoint that includes team ideas and accountability for goals.

They influence their audiences by writing letters and demonstrating emotional power. They illustrated the value of imagination to their followers and allowed them to enter a dynamic cycle of investing their energy value in problem-solving activities such as thought and building. The enraged official would not blame someone who is committed to their shows or their decisions and they recognize that they will profit from the bottles and that they can never regenerate. Each committed person or individual member of the community has a unique set of needs, and it is the quality of basic management that allows those needs to be distinguished, especially for the blind.

Suggestion:

The ambitious authority yearns for the future and adjusts priorities and strategies in order to accomplish this aim in the near future. They concentrate on their objectives with the benefit of their diligence and responsibility in terms of anticipating change and carefully managing the situation. They enrich their party organization in their eyes and do not take responsibility for their workers or compel their agreements to serve them if they are swift to grant their employees the right to free speech and job opportunities in order to keep them motivated toward the pioneer vision (Chand, 2019).

The presence of a visionary king in the company is important because it includes a complex vision and provisions for achieving that vision. A sharp official is genuinely knowledgeable and independent, with a strong view about the best way to get there as their key concern. They are an imaginative yet obvious vision of their dreams that form a mental path through the real world. They know that no matter how many obstacles they face; they will never be able to overcome them.

- **Commercial leadership:**

Commercial leadership works through a set of directives with the goal of getting stuff done and keeping in mind that incentives and penalties can inspire workers.

Commercial leaders also develop a framework that allows for both monetary and behavioral incentives. They believe that if an individual is paid a wage and receives other benefits, the employer has complete control over him and is completely responsible for the job he is assigned. This style of leadership is required to inspire and empower your team to deliver the results you desire (Cherry, 2019).

It is plainly stated that all work is subject to compensation or punishment; if they meet or surpass standards, they will be rewarded; otherwise, if a breach occurs, they will be punished. One of the most distinguishing attributes of business leaders is that they work harder than others, and that when faced with adversity, they search for real challenges and barriers to keep them from taking root, and that they lead their teams to opportunities. For business leaders, there is no space for improvement because they want to stick to the rules that have been in place for a long time, regardless of changes in the external world.

- **Management with a servant mind-set:**

Servant leadership is focused on the idea that people should first serve others before becoming leaders. Rather than dominating their subordinates, they choose to collaborate with them. They give power to the underdogs in order to inspire them to participate. These leaders emphasize the importance of communication and decision-making, which enables them to commit to listening to their subordinates or group members on an internal level. To establish and maintain good relationships with others,

servant leaders may use healing as a powerful tool. They sometimes interact with others on purpose in order to express their concern if someone is emotionally distressed (Cvdl.ben.edu, 2017)

On the basis of feelings, these powers contribute to good interpersonal relationships. Other types of leaders concentrate on general knowledge, while servant leaders concentrate on self-awareness, which allows them to better understand the problems and deal with them more effectively. This is more persuasive than making choices about others and expecting others to believe in what they're doing. They have a keen capacity to see the implications of difficult-to-explain circumstances, and this empowers servant leaders to understand past lessons, present situations, and the consequences of decisions that will be made in the immediate future. Leadership is consisting of an inspiring role and they are tending to guide the group of people in order to achieve a common goal for the company and for the improvement of themselves too. In the past, leaders were tending to impose their decisions regardless of the consequences or any of the working his/her team has done. But in the modern management, leader is supposed to leave the role of expert and continue as a coach who leads his/her team through difficulties and make sure that the values of the company aligned accordingly. Leaders of modern management are tending to provide knowledge and expertise so that his/her team could learn from him/her by making him/her as an example. They are the convener and seen as a hub of knowledge that is available for everyone at any time so that everyone could gather experience through shared knowledge (Trainingindustry, 2019).

The leadership in today's management is more about transformation and creativity so the old styled leadership is evacuated by the modern management as they think there should always room for change. Change in leadership styles helps the management in making decision clear and concise in every type of organization. This type of leadership requires not only a collaborative effort but also a decision making process so that they will be able to share their powers rather than holding powers. A great leader in modern management is one who could be able to change his/her personality according to the needs of his/her team. The modern leadership requires

knowledge of team preferences and needs so that they can fit themselves according to the preferences. Working with highly extroverted leaders, team members are involved in decision making at every level (martawilson.com, 2016).

References

- Avolio, F. L. (2019). Authentic Leadership Development . 241-271.
- Barker, B. (2007). Can school leader perform change in school leadership style. 12(1), 21-43.
- Becker, B. (2016). *The 8 Most Common Leadership Styles & How to Find Your Own*. Retrieved from <https://blog.hubspot.com/marketing/leadership-styles>
- Bennegren, J. (2019). Ethical Leadership on the Horizontal Scene. 1(4), 1-145.
- Chand, S. (2019). *Leadership: Characteristics, Principles, Types, and Issues Regarding Leadership*. Retrieved from <https://www.yourarticlelibrary.com/leadership/leadership-characteristics-principles-types-and-issues-regarding-leadership/5375>
- Cherry, K. (2019, November 27). *The Major Leadership Theories*. Retrieved from <https://www.verywellmind.com/leadership-theories-2795323>
- cmoe.com. (2019). *Five Key Skills For Effective Virtual Leadership*. Retrieved from <https://cmoe.com/blog/five-points-of-virtual-leadership/>
- Cvdl.ben.edu. (2017). *Five Leadership Theories and How to Apply Them*. Retrieved from https://cvdl.ben.edu/blog/leadership_theories_part1/
- martawilson.com. (2016, March 08). *FUNDAMENTAL LEADERSHIP CHARACTERISTICS*. Retrieved from <https://martawilson.com/fundamental-leadership-characteristics/>
- Trainingindustry. (2019, May 15). *The Importance Of Self-Awareness In Leadership*. Retrieved from <https://trainingindustry.com/articles/leadership/the-importance-of-self-awareness-in-leadership/>