

# Everyone's Smart University

## Project (Spring 2021)

|              |                           |               |
|--------------|---------------------------|---------------|
| Student Name | Marwa Abdalnasser Bazaara | اسم الطالب    |
| Students I.D | 2021200105                | الرقم الجامعي |

|         |                             |             |
|---------|-----------------------------|-------------|
| Section | Date                        | Course Code |
| Master  | Thursday<br>18 / 03 / 2021. | (PMG511)    |

## PROJECT LEADERSHIP

### Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس 20-05-2021 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. (خيارية).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

**Dr. Sara Adel**

# The Female Role in Leadership

## 1. Introduction

Researches hasn't talk fairly enough about women role in leadership and business specially in Arab World. It is no secret to us that the role of women was not clearly visible except in our current era, or what is said about the era of feminism. Women have emerged in many areas of leadership, in addition to their great instinctive role that cannot be matched by any role, namely the motherhood.

The entry of women into the field of entrepreneurship and political fields, and the great success that many prominent samples of society have achieved, prove the opposite of the initial theory of leadership (Great Man Theory). The theory that established in the 19<sup>th</sup> century by historian Thomas Carlyle, who insist on the idea that the world is nothing more than a collection of biographies of great men. 20<sup>th</sup> Century finally still proves that leadership is not limited to gender, it is only a gift and a personal effort at the same time.

## 2. Literature Review:

Going to the 18s and early 19s century, there were greatest models of female leadership. Names like Helena Rubinstein 'founder of Elizabeth Arden', Anthony J Mayo and Nitin Nohria 'founder of Estée Lauder', Anita Roddick 'founder of Body Shop' and many and many great examples of leaders who challenged norms and reality and asserted themselves worthily.

There is no doubt that the secret of the renaissance of any country in the world was the main reason for the consensual participation between both gender and the entry of women in the development line. Women are not only engaged in the field of business, but also, she has excelled in many fields such as politics, sports, education, etc. For the well-known example we can find Sirimavo Bandaranaike 'the Elected prime minister of Sri

Lanka and she was the first woman to be elected head of a government in the modern world'. Indira Gandhi 'first prime minister in India'. Vigdís Finnbogadóttir 'the first female leader, and the first woman who the world to elected president of Iceland democratically. And many more from that age till the coming dazzling years in the future.

### **3. Methodology:**

In this research I was based in quick search of the best models in world-wide leadership women from the early ages until the current time. I went through many articles which state the role of women in leadership and the different styles and behaviour between both gender on leading, managing and developing. Numbers are differed from country to country and can be differ from field to other. This can show the varied among ages, cultures, and countries.

Whether the researches are based on quantitative or qualitative study, the basic concept that we aim at in terms of strengthening and highlighting the role of women, including requiring adequate support for them and helping them in all ways for further progress and success. Support can be presented in way of enhancing the quality of education, opening the close doors in economic and politics fields, providing personal support like nurseries and day care for their children as it was my focus in Advance Project Management research project.

### **4. Result and Discussion:**

Women's success has demonstrated that unconventional leadership style is very appropriate to the conditions of some work environments and can increase the organization's chances of remaining in an uncertain situation. It supports the belief that strength lies in the diversity of leadership style Rosener (1990). Going to the known 7 leadership style will show example of women represented some of these styles and how effective these style to the business and society. Transformative, coaching and democratic styles are the most common leadership style that women picture have appeared ingeniously.

#### **4.1 The Transformative Leadership:**

Transformational leadership style relies on inspiration and encouragement. It is usually energetic, enthusiastic, and compassionate; leaders also focus on helping each member of the group succeed. Research evidence clearly shows that groups led by transformational leaders have higher levels of performance and satisfaction than groups led by other types of leaders. Stand out some incredibly famous example female leaders using this style is Meg Whitman, CEO at Hewlett Packard. She took over the helm of HP in 2011. She developed a five-year plan aimed at saving approximately \$ 4.5 billion through various measures. Marissa Mayer, CEO at Yahoo! Was another example of transitional leadership style. she has paid more than \$ 6 billion in Yahoo buybacks stocks and set of new business policies that have been welcomed and reprimanded by Yahoo employees.

#### **4.2 Coaching Leadership style:**

I believe woman is coach by nature. Her innate career as a mother made her able to be succeed as coaching leader easily. Female coaching leaders can be a different experience male because they may face different challenges in the workplace. Studies say that only 38% of managers around the world are women, and coaching style can increase this number and there will be more female leaders at the management era. coaching has been shown to help women in performance, satisfaction, and well-being in the workplace, especially when women are more vulnerable to scrutiny at the organization level. One of most famous example of coaching leadership style are Oprah Winfrey and Mother Teresa.

### 4.3 Democratic Leadership style:

Authors refer to that effective task-oriented and autocratic styles explicitly as masculine leadership styles while charismatic and democratic styles as feminine leadership styles. Democracy was one of the reasons that gave a place to women in society, made women's voices heard, and helped them reach what they are now. This is undoubtedly what made women appear in this leadership style significantly because of its impact on change and development. Indra Nooyi, the CEO and chairman of PepsiCo was one of the most famous female leader who adopted democracy style.

It is time for us to ask an important question: Can female leaders make the world a better place?

Without a doubt, women are still at the beginning of the road to occupy an equal amount of leadership positions in business, government and thought leaders. Women have also proven that they can decide that they will rise as a leader who will change the status quo, as their quality will change the face of any field in which they work just as the male leadership had such an influence for a while long.

## 5. References:

1. Karima Merchant (December 2012), How Men And Women Differ: Gender Differences in Communication Styles, Influence Tactics, and Leadership Styles, Claremont McKenna College. [https://scholarship.claremont.edu/cgi/viewcontent.cgi?article=1521&context=cmc\\_theses](https://scholarship.claremont.edu/cgi/viewcontent.cgi?article=1521&context=cmc_theses)
2. M. Röthengatter (2010), Different Leadership Styles for Women, Bachelor Thesis Organization & Strategy. <http://arno.uvt.nl/show.cgi?fid=120925>
3. Pavel Kantorek, (March 2021), 5 Female Leaders From Business History. <https://www.topmba.com/why-mba/ceo-interviews/5-female-leaders-business-history>
4. Alice H. Eagly, (September 2020), How gender and ethnicity affect the electability and success of women as political leaders. <https://www.apa.org/research/action/female-leaders>
5. Tor Constantino, (October 2014), The Transformative Leadership Styles of 3 Top Female CEOs. <https://www.entrepreneur.com/article/238407>
6. Sarah Pruitt, (February 2020), 7 Women Leaders Who Were Elected to Highest Office, John Downing/Getty Images. <https://www.history.com/news/women-leaders-elected>
7. Leadersinheels, (November 2017), GREAT FEMALE LEADERS THROUGHOUT HISTORY. <https://leadersinheels.com/career/great-female-leaders-throughout-history/>
8. Women in business and management: gaining momentum in the Middle East and North Africa: regional report / International Labour Organization. – Beirut: ILO, 2016, [https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms\\_446101.pdf](https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_446101.pdf)
9. Majd Megheirkouni (October 2014), Women-only Leadership Positions in the Middle East: Exploring Cultural Attitudes towards Syrian Women for Sport Career Development, [https://www.researchgate.net/publication/292158586\\_Women-only\\_Leadership\\_Positions\\_in\\_the\\_Middle\\_East\\_Exploring\\_Cultural\\_Attitudes\\_towards\\_Syrian\\_Women\\_for\\_Sport\\_Career\\_Development](https://www.researchgate.net/publication/292158586_Women-only_Leadership_Positions_in_the_Middle_East_Exploring_Cultural_Attitudes_towards_Syrian_Women_for_Sport_Career_Development)
10. KPMG Women's Leadership Study Moving Women Forward into Leadership Roles, KPMG.com/WomensLeadership, <https://assets.kpmg/content/dam/kpmg/ph/pdf/ThoughtLeadershipPublications/KPMGWomensLeadershipStudy.pdf>
11. D.A.C.Suranga Silva (2017), Male vs Female Leaders: Analysis of Transformational, Transactional & Laissez-faire Women Leadership Styles, <https://core.ac.uk/download/pdf/234627788.pdf>
12. Women most effective leaders for today's world, (August 2003), NORTHWESTERN UNIVERSITY, [https://www.eurekalert.org/pub\\_releases/2003-08/nu-wme080403.php](https://www.eurekalert.org/pub_releases/2003-08/nu-wme080403.php)
13. STU Online (November 2014), What is Democratic/Participative Leadership? How Collaboration Can Boost Morale, <https://online.stu.edu/articles/education/democratic-participative-leadership.aspx>
14. Kaylia Dunstan, What Makes a Great Female Leaders?, <https://leadersin.com/what-makes-a-great-female-leader-your-guide-to-womens-leadership-styles/>
15. Marloes L. van Engen & Tineke M. Willemsen (2009), Gender and leadership styles: A review of the past decade, <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.198.8015&rep=rep1&type=pdf>
16. The Benefits of Coaching Women Leaders, Upskill Coach, <https://upskillcoach.com/blog/the-benefits-of-coaching-women-leaders/>