

Everyone's Smart University

Project (Spring 2021)

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

PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 2021-05-20 في تمام الساعة 9 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 IMPACT OF LEADERSHIP STYLES ON PROJECT SUCCESS:

Communication in the project

This research provides an overview of information and knowledge within a corporate environment with an underlying theme of defining leadership styles within the customer service projects environment to ensure successful project delivery.

This research aims to investigate the perception of leadership styles required and factors that contribute to successful project delivery effectiveness within a telecommunication customer service environment.

The results of the study identified that employees had a neutral perception to leadership styles however; different leadership styles are important to themselves and the organization

Introduction

There are many challenges that today's organization face in order to justify their existence. Some of these challenges include staying competitive; growing shareholder value, and sustainability. These organizations participate and implement a magnitude of initiatives to achieve their objective, whatever those objectives might be. In order to achieve these objectives, organizations are often faced with the challenge of finding the right skills and leadership to deliver the desired results

Literature Review

Project management is defined as an application of knowledge, skills, and techniques to project activities in order to meet the needs of project requirement

Leadership, in these applications, is required to enhance successful project deliverables. With various leadership styles and methodologies this can be achieved Effective

communication can be implemented within the project team, amongst internal customers, and the wider organization. Effective co-operation is required within the wider organization in order to align to its objectives. Effective team work is obtained within the internal projects team, and the element of trust is exercised throughout the life cycle of a project

The objectives of physical engagement sessions should have the following objectives:

- Understand the expectations of the customer;
- Understand the needs of the customer;
- Value the needs of the customer; and
- Identify any stakeholder's problems.

Reasons for project fail

When a project is initiated there are three factors to take into consideration: time, cost and quality. Times defined as the timeline for which the outputs need to be met; cost is defined as the amount of budget allocated to the particular project, which needs to be adhered to, considering the scope of work; and quality is defined as the standard of the outputs. In reality, project managers find it challenging to ensure that all three factors are met simultaneously. Hence, projects or certain project deliverables often fail owing to one of the three factors not being met according to the organization's objectives.

For Example:

Project managers take on too many responsibilities or place too much responsibility on their team members.

Methodology

This study is descriptive in nature, which sought to determine whether there is an improvement rate in project success within the industry when utilizing certain leadership skills, styles and attributes within an organization. Important variables that are associated with the problem were used in this study in order to determine whether critical attributes are required for project success.

Study approach

The questionnaire was administered electronically. An email of the questionnaire was sent in the English Language. The questionnaire was distributed to Executive Heads of Departments, Project Managers, Project Teams, Operational Managers, Operational Customers and Business Analysts within a specific Organization

Results

This chapter presented and discussed the results of the survey. The chapter presented the research results in the form of tables and charts, whilst analyzing them in order to find answers to questions that were posed for the purpose of this study.

The question was posed: Does the customer care projects division display the following characteristics where there is an extensive influence over critical and beneficial stakeholders. According to the data received, the respondents who indicated yes were 32% and 44%, respectively. Less than half of the respondents illustrated that leaders have an extensive influence over their stakeholders; this result indicates that leaders do not necessarily have an extensive influence over their stakeholders. The results of the questionnaire where respondents responded to effective people engagement and whether that leads to project success showed that, regarding effective engagement through regular steer coms, bi weekly engagements and face to face engagements indicated that less 50% of respondents indicated yes. The results from the questionnaire indicate that project success does not depend on effective people Engagement.

Conclusion

Leadership is defined as improvement of human beings and equipment; improves quality standards; ensures that there is a substantial amount of delivery; and brings pride of workmanship to human beings. Leaders should be influential, have a sense of power, demonstrate persistence, and engaged in consistent people management. To be successful, project managers should be able to use a wide range of methods, whilst drawing on political and interpersonal skills (communicating, negotiating, team building and creating ownership) .

References:

1)Strategic Project Management Made Simple: Practical Tools for Leaders and Teams
Book by Terry Schmidt

2)The Power of Project Leadership: 7 Keys to Help You Transform from Project
Manager to Project Leader
Book by Susanne Madsen

3)The Project Management Coaching Workbook: Six Steps to Unleashing Your Potential
Book by Susanne Madsen

4)Project Leadership
Textbook by Donnie MacNicol and Sarah Coleman