

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 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. (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 skills on project success in software company

1. Introduction:

Project leadership is the art and science of steering a team towards the successful delivery of a project. It ensures that together, the team accomplishes more than they could as individuals because project leadership brings people together to achieve a common goal. Lussier and Achual (2013, 5) have written and defined the leadership as “the influencing process between leaders and followers to achieve organizational objectives through change”. They have five key elements to their definition: leader's followers, influence, organizational objective, change and people. Leadership has also been defined by Gido and Clements (1999, 85) as “getting things done through others”. The leadership term can be used for the leadership of an organization or a company and for the leadership of employees and running a project requires both this means that the project manager achieves results through the project team. In other words, inspiring people assigned to the project to work as a team to achieve the project objective and the role of leadership in project management encompasses a wide range of activities, including effective planning, task coordination, overseeing projects, inspiring team members, and making decisions vital to setting up a plan of action for project.

2. Literature Review and Conceptual framework:

Leadership comprises of various components, skills, styles and attributes. Although there are various leadership styles, it needs certain qualities in order to be effective. The leaders should be innovative, have respect for others, be courteous, sensitive, and go beyond their ability in order for any organization to be highly effective also states that the goal of a leader in a project environment is to improve performance of team members by developing the team's own capabilities of displaying leadership and goal settings.

2.1 Type of leadership:

Transactional leadership: which can be viewed as either a transactional or transformation process, leadership behaviors such as initiating structure and consideration are based on "quid pro quo" that is exchange for value consideration transaction.

Transformational Leadership: which is the style of leadership that is closely related with ethics.

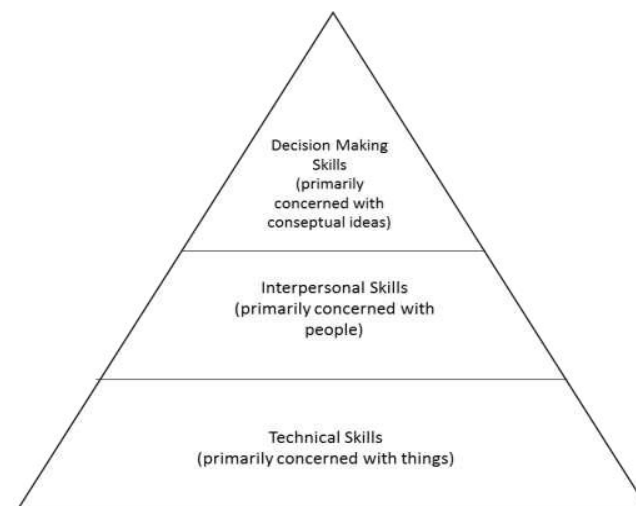
Here is the difference between Transactional and Transformational leadership.

Transformational Leadership	Transactional Leadership
Idealized Influences	Contingent Rewards
Inspirational Motivation	Management by Exception
Intellectual Stimulation	Laissez Faire
Individualized Consideration	

Authentic leadership: which is a new type of leadership style that is similar to transformational leadership and authentic leadership is rooted in hedonism and eudaemonia so it focuses on human happiness and the worthiness of human life.

2.2 Leadership skills:

Lussier and Achua (2013, 9) point out that there are three management skills (technical skills, interpersonal skills and decision-making skills) that leaders in organizations need to succeed, as management skills have been identified as a core competency. One must take in to consideration that the skills needed vary depending on the level of management. Top-level managers use mostly interpersonal and decision-making skills. Middle-level managers must balance between all three skills and first-level managers use mostly technical and interpersonal skills. (Lussier and Achua 2013, 9) In project management the skills needed depend completely on the type of project and therefore on the leadership style required in a specific project.



2.2.1 Essential Project Leadership Skills:

Effective leaders draw on many essential project management skills and competencies.

The top five leadership skills for project managers are:

- Communication
- Team leadership
- Conflict resolution
- Motivation
- Crafting solutions

Communication: Communication skills is one of the core project management competencies. Being able to communicate is very important for leaders because so much of what project leaders have to do involves working with others. You can't collaborate effectively if you can't communicate. Leaders can speak to individuals and groups, in person and over the phone or web conferencing, and convey ideas. They can also put those ideas into writing to ensure the message is shared and understood. Communication isn't simply about sharing your messages and talking to others. As Jarrett Jackson writes in Forbes, knowing how to listen is just as important. Communication really is one of the top qualities of a project manager, especially in a leadership role.

Conflict resolution: Conflict is inevitable in situations where you are introducing something new or changing something. Effective leaders know how to harness conflict for good, as the best solutions arise when ideas are challenged. Conflict can be positive for teams because it allows all voices to be heard and differing views to be put forward – often that results in a better solution and more effective project outcomes. However, leaders need to be armed with conflict resolution strategies to ensure they can identify and tackle conflict proactively before it escalates into an issue for the team. Check out the Thomas-Kilmann Conflict Mode Instrument for practical resources on approach conflict. Another of the essential project manager core competencies is to have a range of strategies for addressing conflict.

Team leadership: The leader sets the vision and they inspire the people around them. Someone with excellent project leadership skills builds agreement and cohesion through the team, as well as being able to do day-to-day team management. Team leadership on projects involves creating an environment for everyone to excel. The project culture that surrounds them is one that people are drawn to. Stakeholders want to be involved on the project because they know you will ensure the work gets done and at the same time create an environment that's pleasant to work in.

Motivation: Leaders motivate others to take actions, even when they aren't officially in charge. As a project leader, you work out what makes the other people on the team feel like they are making their best contribution and you'll do your best to give that to them. Everyone is motivated by different things, and an individual's motivation can change over time. Great leaders recognize those differences and empower people to do their best by creating a positive working culture.

Crafting solutions: Part of creating a positive working culture is empowering the team and the wider stakeholder community to get involved in crafting solutions. That means removing roadblocks so each team member can complete their tasks and input creative ideas without having to worry that something is in the way. Empowering leaders also push decisions down the hierarchy to the lowest possible level, letting experts make the choices about the solutions needed to keep the project moving forward.

I will use motivation skill in project because is so important to motivate every one in the company to do his or her work in prefect way and do everything in correct way and if they do any mistake no problem I will motivate them and point them to correct way and motivate them to the best in the future.

We notice from the previous studies (Thushel Jayaweera 2014) find a link between working conditions and job performance with motivation and how the motivation can affect to worker to do has job in perfect way with a high performance also motivation the other people to learn more quickly than if there is no motivation.

The objective of this research to motivate the people in Saudi Arabi to think about this project an motivate youth people to make project like this because we have qualified people just we need to think and start with motivation soul to do the best for our country.

3. Methodology:

I will use direct methods and techniques to motivate workers in my company, and there are many of these techniques that can help workers highlight all their skills and abilities, through which they will benefit the company in progress and development. There are[4] a lot of these such as show gratitude and appreciation for their work and achievements within the company, helping them to progress and grow, they will be enrolled in professional and personal training courses in order to enhance their personal capabilities in order for them to perform their tasks fully and efficiently, give them opportunities to be promoted to a higher position in order to encourage employees to release all their energies and work hard to achieve the success of the company, providing a comfortable and appropriate work environment in order for employees to focus on their work and highlight their energies more clearly, offer bonuses and incentives for active employees and other tools that can motivate employees to produce more for the success of the company.

4. Results:

The importance of having many ways to motivate employees to work hard lies through the impact that arises from this incentive, and among the most prominent of these effects is the gradual increase in the level of operations, reaching a qualitative stage of performance that was not possible to reach before, as well as raising many standards Which is used to measure the level of operations in organizations such as increasing productivity, and the presence of greater mastery in different organizational processes, and there are many studies conducted at the level of organizations to research new mechanisms to motivate employees to provide the best levels, and the effects arranged on these additional incentives and their role in achieving goals Organization.

We notice that the human soul, by its nature, needs constant motivation in order to produce more, as there are a lot of research and scientific papers that confirm my words, as well as through the tangible reality, we find ourselves producing more when there is

motivation and on the contrary, if there is despair and frustration, the person does not produce anything.

5. Discussion:

Through motivation, the manager can manage a company towards the best, by pushing the employee in order to achieve the desired goal, and we find that the majority of employees feel enthusiasm and work with perfection when there are those who motivate them. Therefore, we find that all studies agree with this statement. Man, by nature, loves motivation and appreciation for what they do.

Finally, I can say that through previous results and studies that through motivation and qualification of employees to work hard and bring out all their energies and highlight their talents and abilities, it is a fundamental reason for the success of any project because the human being is the main source of success, progress and development in any project he establishes.

6. 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. As we see in my research by using motivation skill in the workers and programmers the efficient of service will be perfect and the workers at the company will work in high performance and they will learn and develop more quickly than if there is no motivation in the company and what was clear through my research.

References:

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- [4] Akademia Leona Koźmińskiego, Harvard University. 2013. EMPLOYEE MOTIVATION IN NEW WORKING ENVIRONMENT