

Everyone's Smart University

Project (Spring 2021)

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الرقم الجامعي

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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**

Introduction..

Communication in the project

At alnahda charity Specifically the financial and social support program

"Know Yourself" is the slogan engraved on the entrance door of "Oracle" in "Delphi", and it is a wise principle in itself. In this context, it means that you must undertake an open, accurate and honest examination of yourself to begin the process of preparing a project management framework. So your team members need to be competent managers, and you need to be a successful project management leader. Poor leadership and low team efficiency will make failure very likely. The poor leadership of an efficient team will waste their energy and lead them towards long-term failure, either when their members leave in search of a better work environment or when they become less competent due to the lack of motivation they get. The successful leadership of an impotent team will not prevent the inevitable end of that team's failure(عبد الحميد، 2013،)

Leadership is widely regarded as a major factor in organizational success (Yukl, 2010). Transformational leadership is one of the leadership theories that has attracted a tremendous amount of attention (Bass, 1985; Burns, 1978). Since the 1990s, more studies have been devoted to this leadership style than other major theories of leadership (Judge and Piccolo, 2004). The concept of transformational leadership appeared at the hands of (Burns, 1978), who was the first to present the theory of transformational leadership, but thanks to (Bass, 1985) the spread of the concept of transformational leadership. (4: Burns, 1978) defines a transformational leader as someone who "seeks to satisfy the supreme needs of the subordinates and integrate their potentialities". Likewise, Bass (1990) described fulfilling the emotional needs of subordinates as an essential aspect of transformational leadership

The transformational leader transforms the personal values of the followers to support the vision and goals of the organization by creating a work environment in which relationships can be formed and a climate of trust can be built that contributes to sharing the vision (Bass, 1985) (Alotaibi.2016)

the effective leader, need to excel in communication. In fact, the success of his business relies on it. According to a report from the Economist Intelligence Unit (pdf), poor communication can lead to low morale, missed performance goals, and even lost sales. A separate study found that inadequate communication can cost large companies an average of \$64.2 million per year, while smaller organizations are at risk of losing \$420,000 annually.

But effective communication impacts more than just the bottom line. For leaders, it's what enables them to rally their team around a shared vision, empower employees, build trust, and successfully navigate organizational change.

Effective communication is vital to gain trust, align efforts in the pursuit of goals, and inspire positive change. When communication is lacking, important information can be misinterpreted, causing relationships to suffer and, ultimately, creating barriers that hinder progress (Landry, 2019).

Methodology..

Transformational Theory

Transformational leadership distinguishes itself from the rest of the previous and contemporary theories, on the basis of its alignment to a greater good as it entails involvement of the followers in processes or activities related to personal factors towards the organization and a course that will yield certain superior social dividends. Transformational leaders raise the motivation and morality of both the follower and the leader (House & Shamir, 1993). It is considered that transformational leaders "engage in interactions with followers based on common values, beliefs and goals". This impacts the performance leading to the attainment of goals. As per Bass, transformational leader, "attempts to induce followers to reorder their needs by transcending self-interests and strive for higher order needs". This theory conforms to Maslow's (1954) higher order needs theory. Transformational leadership is a course that changes and approaches targets on beliefs, values and attitudes that enlighten leaders' practices and the capacity to lead change. The literature suggests that followers and leaders set aside personal interests for the benefit of the group. The leader is then asked to focus on followers' needs and input.

in order to transform everyone into a leader by empowering and motivating them (House & Aditya, 1997). Emphasis from the previously defined leadership theories, the ethical extents of leadership further differentiates the transformational leadership. The transformational leaders are considered by their capability to identify the need for change, gain the agreement and commitment of others, create a vision that guides change and embed the change (MacGregor Burns, 2003).

These types of leaders treat subordinates individually and pursue to develop their consciousness, morals and skills by providing significance to their work and challenge. These leaders produce an appearance of convincing and encouraged vision of the future. They are "visionary leaders who seek to appeal to their followers" better nature and move them toward higher and more universal needs and purposes. (Nawaz, Allah, 2016)

Project communication management includes the processes necessary to ensure that project information is generated, collected, published, stored and distributed in a timely manner to relevant parties. They provide the vital communication links between individuals, the ideas and information that are essential to success. Everyone involved in the project must be prepared to send and receive communications in the "language" of the project, and must understand how the communications involved as individuals and groups affect the project as a whole. (الخزاعي، 2003، ص179)

Results and Discussion

We have in the organization many programs working in every team program and projects that distinguish our program as being multi-member and a large team and each member has a high level of efficiency and effectiveness in return. The required tasks are multiple and complex and require continuous difficult work throughout the year.

Even in times of annual vacation, team members double the effort to make up for their vacation hours.

As opposed to this, the manager and team leader is most of the time with Pacesetter leadership style.

This style exhausted the team members and made them look for other job offers as well as their lack of job satisfaction.

My belief is that the transformational leadership style will be suitable for the team at the

moment as well as a Affiliative leadership style.

Focusing on what motivates team members to suit each member

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