

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر 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 Ade**

تأثير مهارات القيادة على نجاح المشروع في **مؤسستك**: حالة عملية خاصة بالطالب.

Democratic leadership style

1. introduction :

1.1 Administrative leadership in the era of institutions of all kinds and specializations has become the main engine for any organization that seeks to impose itself in the market economy and the era of competition. The need for effective strategic leadership has not been at any time, more important than it is at the present time. The twenty-first century demands that the leaders of organizations create awareness. Strategically and renewable processes are vital in order to ensure strategic coherence and in this important work of developing, implementing, reviewing and updating the strategy, art and curriculum must be applied together with passion, skill and commitment, as well as the possibility of achieving the levels of success required by all stakeholders in any organization.

1.2 Every leader faces new challenges. Managers, executives, chiefs, team leaders and heads of departments must rapidly develop their capabilities to fend off traditional competitors who have become more ferocious, resist new forms of competition that are not recognized and unexpected, discover new technologies and confront shifts in their value chains and new formulation models. Leaders can do so quickly, not at the pace of the many changes in the institutional work environment.

2. Introduction /:Democratic Leadership

2.1 The topic of democratic leadership is considered one of the models or features that leaders follow, and it is one of the most important topics that he wrote about and researched in the field of management. My understanding is one of the group of qualities in which the leader is distinguished from others. It is well known that the function of

leaders is effective decision-making, as well as the participation of subordinates in the making process. The decision will increase its effectiveness. Given the importance of the leadership role, the Prophet, may God's prayers and peace be upon him, indicated its importance and necessity when he commanded the appointment of the leader in the least human gathering when he said, peace be upon him: "If three go out on a journey, let them command one of them. Narrated by Abu Dawood. Al-Khattab said: He commanded that so that the matter would be for all of them and that their opinion would not be divided and disagreement would not occur between them.

3. Democratic leadership:

3.1 is one of the most important leadership styles that have proven effective in leading institutions, organizations or societies to effectiveness, success, and achievement of achievements and victories.

3.2 In democratic leadership, the leader gives great importance to subordinates and adopts in his leadership methods based on persuasion and personal influence, not on intimidation and threats. The democratic leader is distinguished by number of characteristics that distinguish him as a leadership style distinct from the rest of the styles, the most prominent of which are:

- The democratic leader prepares goals and policies after the participation of subordinates about them.
- The democratic leader issues his orders based on advice with subordinates.
- The democratic leader participates in the group's work as a member like the others without authority.
- The democratic leader clarifies to the group the future work plans that should be worked on.

- The democratic leader encourages subordinates to participate in making decisions and making them.
- The democratic leader is clear about reward and punishment and depends mainly on positive incentives to move subordinates towards a common goal.
- The democratic leader's mission is characterized as coordination and organizational rather than directive or oversight.
- The democratic leader encourages his subordinates to innovate, innovate and develop, and he works on developing and developing their managerial skills continuously.
- .
- The democratic leader cares about the humanitarian aspects and works to satisfy the needs of his team.

4. The goal of the research:

4.1 The aim of this research is that any establishment can proceed according to its methodology or a specific leadership style, but the best for continued success is that democratic leadership is the best option.

- The democratic leadership style has a role in team cohesion.
- The democratic leadership style has a role in the permanent cooperation between members of the organization.

5. Scientific study:

5.1 Nasser Majmami (2004): Leadership patterns in some private industrial establishments and their relationship

With the professional growth of workers in the Kingdom of Saudi Arabia, which aims to try to uncover the impact of the different styles and styles of leadership in industrial enterprises on the professional growth of their workers, and in this descriptive analytical

5.2 approach was used and from choosing a random sample of administrators and technicians where the research community consists of 311 workers and Factory selection.

In an intentional way, a questionnaire was applied to it distributed to the employees, and he reached the following results:

- The existence of a positive correlation relationship between the leadership between the democratic leadership, as the percentage was Pearson (276.0), which is a function at the level of (01.0).[1]
- The existence of a positive correlation between the degrees of professional growth and the democratic leadership style, where the value of the correlation coefficient is Bettson (192.0), which is a function of the 01.0 level.[2]

5.3 Matar bin Abdullah Muhsin Al Jumaili (2008) titled “Leadership Styles and their Relation to Levels of Empowerment”.

- The administrative leadership prevailing in the Shura Council.
- Levels of empowerment prevailing in the Shura Council.
- The relationship between leadership style and level of empowerment in the Shura Council
- The possibility that there are differences between the opinions of the subjects of the study about the axes of the study according to their personal and professional backgrounds.

6. This study also found the following results:

- ❖ Executives have both a transformative leadership style, a participant, and a strategic leader.
- ❖ The study community members agree on the levels of empowerment in the Shura Council, which are seven that can be summarized, the most prominent of which are as follows.
- ❖ Ease of communication between employees and their managers.
- ❖ Facilitate the management of access to information sources.
- ❖ Encouraging and supporting individuals related to improving performance,
- ❖ Providing opportunities for employees to develop their skills and capabilities.

7. search results:

- Improve employee performance and increase productivity.
- High level of competence and skills in the work environment.
- Belonging to the organization.
- Finding permanent solutions, taking initiative and developing the organization's work.

7.1 through my work in project management and the great direction of the organization in democratic leadership. I began to implement them, and I will complete the dream project of the organization with it.

8. Scientific references:

1	Ata Allah, Magda- Democratic leadership
2	- Ibn Manzoor, Lisan al-Arab, Dar Sader, Beirut, Lebanon, ed. 1, 2000, Vol. 12, p. 315.
3	- Muhammad Qasim Al-Qaryouti, Organizational Behavior - A Study of Individual and Group Human Behavior in Various Organizations, Dar Al-Shorouk, Amman, Jordan, ed.
4	http://dr-alameri.com/wp-content/uploads
5	- Administrative, Nawaf Kanaan, Leadership, House of Culture, Amman, Jordan, 3rd ed. 1999 AD, pp. 97, 98.