

Everyone's Smart University

Project (Spring 2021)

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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**

Introduction

Project managers are successful managers engaged in strong managerial skills and leadership skills effective. Leadership skills are not the same management skills. Strong managerial skills can be acquired through experience and practice. Leadership skills can be learned, and leadership qualities developed. Effective leaders develop new leadership skills to complement those that have made them successful as managers.

A leader is a person who defines the management in all efforts and affects people to follow this direction. It is important to have skills to work out, lead and facilitate the project group. (Howell, 2006).

Since teamwork is a frequent layout in business organizations today, managers must understand group behavior and team concepts. Team administration requires the leader to follow a systematic planning and implementation process to assess whether his team can improve the achievement of the objectives of the organization; Removing barriers to Team Administration; Build an efficient team through training, empowerment, and feedback. Leaders must also define team size and member roles to get maximum contributions from all members.

As a rule, these organizations have specific projects or goals when organizations form teams. A team is simply a tool that finishes a project or a destination.

Team Management is a disciplined methodology that involves all employees in an organization, creating a high-performance culture with each of these functions. The management of the team is mainly a performance management system with full participation of each employee who works with coherent and measurable performance goals.

The management of the team is the exercise of everyday life in an immensely powerful organization.

The management of the team is a description of the new relations between employees, their manager, and their organization. The team's management is funds for each employee to become a true business manager with its personal goals adapted to the organization's business goals.

Research problem

Nowadays, many people believe that when a person has strong technical skills, shows a certain experience and enthusiasm, and has worked with several project teams, they can get the role of a project manager. However, project managers can no longer rely on their position or personal initiative to achieve a goal because most of the projects managed today are by parent organizations where project managers do not have complete authority over the members of the team. In view of these challenges, the question is: What kind of skills can make a difference in successfully managing a project, and which are the most important of them?

Research objective

This research focuses on leadership competencies required for project managers to manage their teams effectively and deliver projects successfully. We will explain the practice of leadership skills in project management, including Skills, Team management (Team structures – Team development stages – Team needs). Also, will provide a clearer understanding of the concept of leadership in projects, a discussion on how it works, and ways to make the project groups more dynamic and efficient.

Literature Review

The current study focuses on the importance of team management in any organization and system. The role of teamwork is due to successful goals and objectives compared to individual efforts. Prior to the appearance of knowledge of administrative and team development, the appearance of the team was the work of the team to implement the work. The introduction of management skills raised the process level with strategies and innovative management tools with different team members and their roles. This study deals with the various elements of this study to organize successful team strategies.

(Vishal Dineshkumar Soni, 2020)

The team's management refers to the agency and the structure of the team that coordinates the success of the necessary activities. Team members can be two or more and administrations can be set rules or the system as a team member. If the agency has good coordination among members working in a business or project, this can work as an important factor. **(S. J. Zaccaro, Et al, 2001)**

This can convert the failed proof of successful components. It is said that everyone has a link between the team members. Team Administration is the basic structure of any organization. It contains a process that helps organizations smoothly during difficult times and can accelerate the successful course of any organization. **(C.M.Beckman, Et al., 2010)**

Team Management has a clear treatment structure to achieve goals. The team management process must contain realistic expectations, more effective motivations, economic cooperation, ongoing learning, positive and comments, and the pillars of team management are the team leader. **(A .Whaley &W.E.Gillis,2018)**

Effective team management includes so many qualities as a true leader. In any business team, there is always a team leader that leads the team. In any layer, the work can also be performed evenly if the team master has good leading opportunities. Mutual connection between teams and decision-makers is crucial. The manager must also cooperate as a team member rather than just ask for different tasks from their other colleagues, and he must provide equal responsibility for all team members rather than doing everything work individually.

If teamwork is present in each organization, the organization will give many advantages, and it will also lead to the success of the organization. The members of the work team may learn as teamwork, eg. B. with communication with team members, as they work as a unit, and how all the efforts are made for the success of anything. The device is also developed in the team as they work together for the same cause and in the same spirit. Members could also learn why a spirit in a team is so important. The member can learn the different species in which every problem can be addressed.

If there are teamwork in the organization, there are numerous benefits in the organization and also leads to the success of the organization. The members of the working group can learn how the team works, how to communicate with team members, how to work as a unit and how all the efforts are made for all the success. The unit is also being developed in a team because they work in the same reasons and in the same spirit. Members can also learn why the spirit is so important in the team. A member can learn differently in which problems can be processed.

In 1965, Bruce Wayne Tuckman developed and published four stages of the team's management, developing the theory called "Tuckman stages" based on research on the dynamics of the team.

According to the results of his research, as a team of high quality four stages of high quality, it is essential for team members. In 1977, Tuckman, with Mary Ann Jensen, added a fifth step in the four phases: "The delay".

The adjournment stage is when the team complements the current project. They will join other teams in the near future. For a successful team, the end of the project brings feelings of sadness because the team members are actually one and they are now running their separate road. (**Tuckman, 1965**)

The five stages:

- 1: Forming Stage
- 2: Storming Stage
- 3: Norming Stage
- 4: Performing Stage
- 5: Adjourning

1: Forming Stage

At this time, when a new team is formed, individuals are not sure of the purpose of the team, as they fit, and if they will do well with each other. They can be worried, curious, or excited to start. What they feel, they will look at the team leader for guidance. It can take some time because people get to know their new colleagues and the ways of every other work.

2: Storming Stage

In the Storming stage, people start to push against established borders. Disagreement or friction may also arise among team members because of their true personality and their favorite work forms, look and collide with other people. At this point, team members can challenge authority, a management style, or even a team task on.

3: Norming Stage

Gradually the team goes to the standard adjustment phase. People start to solve their differences, appreciate the forces of each and respect the authority as a leader.

Now that they know each other better, team members will feel more comfortable to ask help and offer constructive comments. They will share a stronger dedication to the goals of the team and they have to make good progress.

4: Performing Stage

At this stage, the team flows and fully operational. Through hard work organization and processes, the team is likely to achieve its objectives efficiently.

At this stage, the roles will be more flexible in the team, where members play different roles and responsibilities as needed. The estimate is the differences between the members and use them to improve the team's performance.

5: Adjourning

Many teams reach this stage naturally. For example, finished projects, or the difference is resolved and permanent redistribution of persons.

People who love routine, or who have developed close working relationships with their colleagues, you may find this difficult time.

Methodology

This survey contains four main steps. The first step involves the collection of general information, including first-hand and used data, to identify the most important topics in the literature. Surveys and interviews are performed, where a list of important skills is identified in successful leadership. With these skills, there are thorough interviews with some managers, performed in the second step, used to determine the most important skills between them. The third step is to distribute questionnaires to demonstrate the importance of these skills and how they work in the managerial field. The last step is the conclusions and suggestions for the project.

Under this process, a management questionnaire in project management is designed and sent via e-mail; Interviews are also made. After the completion of the year, data and statistics are collected, minimized, and analyzed. For some studies, many respondents did not respond or respond to less than half of the issues. To maintain the reliability and accuracy of the data, these

data replies are reduced. The main managerial skills are then introduced and widespread in a list for reference purposes.

After collecting general data and information about statistics, project managers are interviewed. Some of these interviewees are promoters in the leadership industry, other controlled joints. Interviewees are selected in many companies in the state of Saudi Arabia to provide many prospects and wider results. Respondents are possible for many questions and present their own opinions about project management leadership.

A case study is a method of proving the usefulness of theories with objective evidence. The purpose is not necessary to choose a successful or qualified example but to demonstrate that leadership is an important part of project management and that the project cannot succeed without it. The selected case is tested in this step, with the aim of displaying how leadership is affected. The chosen language study is Sadafco food and milk companies, Inc.

The internal management system is introduced along with the philosophy of leadership and skills of the company used. In the last step of the search, is to draw conclusions and make suggestions to help researchers or practitioners who wish to become successful leaders.

Results Analysis

The survey is designed to obtain managers, team management, and project management data for leadership skills. Questions focused on the importance of leadership, types of leadership skills People must continue, and the most used skills. The joint research process includes the definition of the objectives of the survey, the development of a sample frame, which defines a data collection strategy and carries out appropriate analyzes.

Interviewees are learned from management managers and associated project managers and all have specific knowledge or experience of project management. Interviewees include project managers in large companies in the Kingdom of Saudi Arabia. Research is sent by e-mail; Many personal interviews are also performed. The total number of answers to this survey is 69 of 200. The response rate is 34. 5% acceptable.

Mail: 50% adequate, 60% good, 70% very good

Email and Online: 30% average, 45% good, 60% very good

Face-to-face: 80-85% good

The first two stages of the formal examination process are to define the goals of the survey and to determine which one will be sampled. The participants are pre-selected, and therefore the response rate and accuracy should be high. There are a total of 13 questions included in the survey. For many questions, the respondents are invited to clarify whether they agree with a particular statement; Other issues are designed to make a contribution to identify key leadership skills.

Summary

Leadership is one of the most important factors in good project management. Leadership is more than just administering people or projects: It is the art of affecting other team members' behavior to achieve the goals and achieve successful information.

The survey results confirm that a manager who demonstrates leadership skills in the management of a team will be more easily encouraged. As a result, managers need this move to achieve their career goals. But Team Management Leadership is important not only for the academic tasks of managers, but it is also important because it affects the entire project process. In addition, the management of the team is becoming increasingly important, especially in such companies who want to move on to global projects and layers of global projects. As the world changes, and that problems and projects become more complex, it can no longer be assumed than the Director-General or Single director can solve all the problems. No one can clear all rapid changes, competitive threats and the requirements of today's growing clientele. Instead, effective management must prove the organization and especially the team's management skills.

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