

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 best leadership style in

1.1 Introduction:

Driving in general

Leadership is an important hub for private and public enterprises to manage and operate. In the modern era, as the State develops and the organization's responsibility expands, wise, informed and rational leadership has become indispensable in rationalizing and guiding the behaviour of workers, mobilizing their energies, coordinating their efforts and guiding them to the right direction towards achieving the desired goals and objectives. The large size of the role played by the enterprises and the large size and breadth of their work and complexity and the diversity of internal outstandings and their complexity and their impact on the external environment of political, economic, social and technological variables prepared to continue research and continue to bring about changes and developments important for growth and continuity and this is not achieved under conscious leadership

1.2 Problematic:

How does management leadership patterns affect job conflict management within my bank, how can conflicts be resolved and what types of leadership patterns are more influential?

1.3 The study's merits:

there are many reasons, including subjective, objective and more important;

Objective justifications: the bank's specificity and different dealings, particularly those related to job conflict and how it is managed; and the disclosure of the impact of management leadership patterns on the management of the bank's career conflict

1.4 The objectives of the study:

This study aims to identify the dominant leadership style in the institution - to identify the reality of conflict management in the institution; - - to identify the relationship between patterns of administrative leadership and the management of functional conflicts in the institution -

1.5 The importance of the study:

The importance of the study is as important as the management leadership patterns in the organization and the strong relationship it has with the management of career conflict

Previous study on the impact of leadership patterns on conflict management

In Ben Matouk Hamza's study, entitled Leadership and Its Role in Containing Conflict, a memorandum complementary to the requirements of the Master of Sociology, Faculty of Humanities and Social Sciences - Mohamed Khedir University in Skra, 2014/2015, the problem was: How does transformative leadership contribute to containing organizational conflict? Using the descriptive analytical approach, the results were as follows: transformative leadership contributes significantly to containing organizational conflict

- Previous study on the impact of the democratic pattern on conflict resolution

Tawfiq Ham D. Twalba, The Impact of Leadership Patterns on The Management of The Organizational Conflict at Amal Derin, Thesis

The problem was: what is the most sovereign leadership security in public institutions in Jordan? - The results of the study indicated that the democratic leadership pattern was the prevailing leadership pattern, and the most affecting the process of managing organizational conflict

- 2.1 Management leaders' patterns within the Bank:(Types of managerial leaders within the bank)
- Driving can be divided into several patterns according to the criteria in which that classification is determined. From the point of view of effectiveness, leadership can be divided into positive and negative leadership, and in terms of the nature of the organization can be divided into official and informal leadership, and most studies agree to divide leadership into three main styles: democratic leader and autocracy, and modern trends divide it into reciprocal leadership and transformational leadership.

- : Democratic leader

The undemocratic leader of the workers seeks to integrate their interests with the interests of the institution and work to reconcile them, and other than to satisfy their economic, psychological and social needs and this type of leadership used by the head of personnel affairs

- Autocracy autocracy:

It can be said that the authoritarian leader tries to concentrate all the authorities in his hand and reserves himself to do all (1) small and large alone and issues his orders and instructions that deal with all the details and insists on obeying his subordinates. And this kind of leadership is used by the bank's CEO, who is always responsible for his decisions.

- Free driving:

This type of leadership is aimed at directing the efforts of the individuals working under it through influence their behavior. However, it is based on the freedom of the individual working to perform the work.

- : Transformational Leadership

Transformative leadership based on motivation leadership, transformative leaders provide non-(1) usual incentives to consider them to raise morale, activate the supremacy of values and arouse their thinking towards finding new and creative treatments for the problems they face while carrying out actions, and subordinates feel confident, loyal, admired and respected for their leader, And the leader can motivate his subordinates by activating their attention towards important and fundamental matters, as well as the direction of the value of their work and his standing, considering that the objectives of the organization are complementary to their goals and this type of leadership is used by the Chairman of the Board of Directors of the Bank

- **2.2 Career Conflict Management:**

Career conflict is one of the things that the foundation seeks to make it invisible and you would not know that the conflict led to be a positive thing for it to ensure a balanced course for it, hence the institution has to change the concept of conflict (2) and work to make it take the positive path, and work to exploit it in the interest of the institution

- The impact of the autocratic leadership pattern on conflict management:
- Sticking to lawlessness professionalism and intolerant and not taking into account the circumstances of the workers

An observer of all matters is small and large and makes the decision of himself, not listening to the views of the workers, and suppressing their initiatives from the factors of conflict within the organization

- The impact of the democratic leadership pattern on the management of the Egypt:
- Lara hears the workers and reduces the performance of the discussion allows dialogue or communication and attempts to find suitable solutions that satisfy everyone
- The impact of the free leadership pattern on conflict management:
- Depends on the strategy of avoidance in dealing with conflict and this kind of leniency causes the development of conflict after a while and extravagance causes a deterioration in the relationship between the members of the organization
- The impact of transformative leadership on conflict management:

Transformative leadership does not take power in a blockaded manner, but seeks to delegate important powers and empower individuals, develop skills that care and

enhance their self-confidence, and create self-reliant groups and task forces to alleviate conflict within the institution.

- The research method and tools used: the method used in the research "descriptive analytical approach" and the study of the situation, while the tools used are the corresponding and the questionnaire.

- **Results**

The study revealed that the pattern most affecting the performance of subordinates democratic style in leadership

- 1- Raising the morale of the workers and their demand to work with desire and activity.
- 2- Achieving collective interdependence and creating a healthy social atmosphere . Deepening the sense of belonging to the group.
- 4- Achieving psychological stability and safety for workers.
- 5- Developing the spirit of innovation and giving among the 2012

Discussion

The relationship has been identified between the patterns of administrative leadership and the management of functional conflicts in the institution -

Thus, the best leadership pattern in conflict resolution was the democratic style and had the following advantages and disadvantages.

- ❖ Advantages of a democratic pattern in conflict resolution

Increase creativity

Improving motivation

Better relationships between team members

- ❖ Flaws in the democratic pattern

Failure to make a decision

A large account of time

Making the wrong decisions

Feeling rejected

/ References

1. Abdul Karim al-Ghazali, Transformative Leadership enriches the effectiveness of decision-making in Jordanian insurance companies, a master's thesis that provided the completion of the requirements for an MBA, Middle East University, Grey Published, 2012, p. 25.
2. Arabization of Rifai Mamed Rifai and Ismail Ali Bassiouni, Department of Conduct in Organizations, Mars Publishing House, 2004, p. 486
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