

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم الخميس 20-05-2021 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**

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

ABSTRACT

a new item and market requires open minded companies and the ability to adopt the new item to the company culture. In this context, leaders must develop some skills and motivates their employees to follow the charismatic leadership style to adopt with this issue

INTRODUCTION

One reason there are so many different theories of leadership is that researchers focus their attention on different elements. At one level, all These theories are correct, because they all point to a central component of the complex human situation that is leadership, they analyze this component with detail and ignore others. At another level, none of these theories is interested in organizational dynamics, particularly because of the fact that Organizations have different needs and problems in different phases of its evolution. We tend to treat this matter instead of specify what the leader's relationship is with the organization at a time determined. As we prepare for the future, I believe the relationship between the leader and the organization will become increasingly complex so we must understand and learn from customers and competitors, understand the industry trends, develop a relationship of trust with suppliers and organization workers.

LADERSHIP:

Much literature has been written in recent years about the concept of leadership, resulting in as many opinions as different authors have written about it.

We find skeptical currents, who criticize the phenomenon, claiming that it is simple verbiage, that a lot is written about leadership because it is a topic that is fashionable, generates money and there is a lot of subjective in it.

On the other hand, there is a great current that conceives leadership as something important for people's work, for the organization, for countries and even for families. Traditionally, the most important aspects that an organization had to take care of in its search for success were remuneration, as an instrument of motivation, and the training and development of its employees. Leadership is identified today as the agent of change within the organization.

Important factors that leadership must attend to:

Be aware of the lack of trust that separates managers and workers

Breaking with coercive power and helping people develop and unfold their full human and professional potential.

Be based on interest in people.

Being able to build a good personal relationship with your team, caring for them, respecting them, knowing and even sharing their concerns and concerns and being able to motivate them.

Add value to the organization and people simultaneously.
Develop all your skills: influence, guidance, connection with people, prioritization, delivery, listening, transmitting with sincerity ...
Increase productivity, development and growth of the organization.

A LEADER:

A leader is not someone who has fallen from the sky but rather is someone standing up, and someone who looks at his reality head-on and tries to respond to it, with all that he is, has and achieves in a permanent exercise of interaction with the world, the which is inserted in their environment, in their family world, work, etc.

The leader, from the outset, is not a perfect being, but rather a being who strives to be better every day, making mistakes and correcting himself. Learn a lesson every day. He is someone who is always on the way, he is never defined as being finished, but as a subject in permanent construction.

He is a guide, he shares what he has, can and knows, and in turn a companion on the road. He is someone in a group, and the difference compared to the rest is that he unites and remembers the group's greatest objectives, so that it, along the way, does not get lost in short and perhaps harmful places.

The leader is someone worthy of imitation and of following. He is capable of summoning, more by attitudes, by way of living and embodying the values that he preaches, than by the discourses he makes. Persuade people not by exterior details, but by quality of spirit, for the inner strength that it carries. Aspect that can be summarized in the deep meaning that the expression implies: integral personality.

MOTIVATIONAL THEORY USED:

Maslow's Pyramid, or hierarchy of human needs, is a psychological theory proposed by Abraham Maslow in his 1943 work: A Theory of Human Motivation, which he later expanded. Maslow formulates in his theory a hierarchy of human needs and argues that as the most basic needs are satisfied (bottom of the pyramid), human beings develop higher needs and desires (top of the pyramid).

OBJECTIVE

Is the ability to visualize the issue in the future and the need to be able to leadership style to treat this issue.

THEORETICAL FRAMEWORK

Mercury Aguilar. reflects on: technologies and the knowledge society, the global economy, in these three constructs, variables of the culture of an organization, leads it to the society of organizations. "Scrutinize discontinuities, do not forecast the future, look at the present. He doesn't ask how it will be the morning. Instead, he asks what we have to face today to build tomorrow " **Mercury Aguilar.** I rework the direction and administration of companies and organizations of all kinds that he called: a new general theory of the society of organizations, and respond to discontinuity. In discerning about his work, he highlights the discussion about how a company acts and functions. In the culture of companies. "We want an institution that from the principle adapts to change, an institution that repeatedly demonstrates its right to survive. This is what a company is designed for, to create and direct the change." **Mercury Aguilar** Because of his philosophy: how to run an organization, it is considered suitable for our investigation. It distinguishes three parts of how it acts and an organization works to achieve the goals.

The most difficult and most important decisions regarding the goals are not what to do, they are firstly what to abandon for not deserving already worth it. Second, what to give preference and what to focus on.

ANALYSIS and METHODOLOGY :

Changes in companies, markets, customers, competition and technology around the world are forcing organizations to differentiate their values, develop new strategies and learn new ways to function.

The most difficult task for leaders in making change is "motivating" not every leader has the ability to motivate their workers well enough to adopt with the changes in the market, the methodology has used a questionnaire among 60 companies and their employees to see what and how they adopt themselves well with the new products and the culture of the company.

RESULTS

Companies needs a new way of directing a knowledge of the management, that is, an articulated body of knowledge that can be taught, learned, increased and improved through work and systematic study. Your goal is a process . "It begins with a purpose of fulfillment. No matter how much we can quantify, the basic phenomena are qualitative: change and innovation, risk and decision, growth and decline, dedication, vision, reward and motivation. And the

final product of the knowledge that we are trying to achieve are decisions of value affecting the individual and society. Each leader facing this issue must sets objectives, communicates them; organize, structure organizational; motivates and communicates, creates a team; develops and trains people.

REFERENCES

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