



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

Everyone's Smart University

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PROJECT LEADERSHIP

Team Management

Introduction

Within a company, the formation and development of high-functioning teams does not happen suddenly or without challenges and growing pains. From the stages of forming to performing, leadership direction is required at all stages of team growth. While these stages of team development may occur spontaneously in all teams, with the duration of time spent transitioning through the stages varying solely by the length of time spent

transitioning through the stages, not all teams have the same leadership style used to help grow and mould them into high performing productive teams. It is frequently discovered that a team's failure may be linked back to its leadership. "Each role's performance contributes to the team's overall success. This suggests that the causes of team failure could be due to a collective failure to coordinate and synchronize individual contributions, as well as individual member inability. This suggests that a lack of effective leadership and direction may be at the basis of the majority of performance-related team failures. Personalities, skills, and goals are all intertwined throughout the development of teams. Teams might expect to perform in a variety of complex and highly dynamic contexts in a short period of time. Leadership is expected to identify, define, and express team goals, as well as the structure by which these goals will be met, inside these extremely dynamic teams. In order to accomplish the required objectives, many various tactics and leadership styles can and have been used. Transformational Leadership is one of the more common leadership styles that we will analysis further. "Transformational leaders serve as role models for team members by sharing innovative ideas and information to help them work together more effectively." This particular leadership style has its own set of qualities and features that set it apart from others. We'll also look at the findings of a study that looked at the impact of Transformational Leadership on team performance to see which, if any, leadership style offers the best principles and framework for team development and performance.

LITERATURE REVIEW

The practice of facilitating individual and communal efforts to achieve a common goal is characterized as leadership. Leadership is an influencing process that allows managers to motivate their employees to do what needs to be done and what should be done. Some tiny groups take on high-risk activities - this squad is one of them. The ability to deal with danger requires strong leadership. The structure, working process, and efficacy of a team are all influenced by the behavior of its leaders. Leadership is a complicated moral

relationship between individuals based on trust, obligation, commitment, emotion, and a shared vision of the good, not a person or a position. Furthermore, leadership has been measured or judged based on a number of characteristics or features. High tolerance for annoyance, Charisma, Inspirational, Readiness to Accept Feedback, Team builder, and Responsibility are some of the attributes commonly associated with leaders.

Leadership Theories

Leadership is defined as a "process of social influence in which one individual is able to enlist the assistance and support of others to complete a common task." In the end, leadership is about enabling individuals to contribute their talents and knowledge to make something possible and progress toward success. Various leadership theories have been created over the last 100 years to explain what makes a great leader and why certain people become great leaders. While there are many alternative leadership models, these are the most common.

1. The "Great Man" Notion: This theory may be summed up in one phrase: "Born to Lead." Great leaders are simply born with the intrinsic attributes that make them natural-born leaders, such as charisma, confidence, intelligence, and social skills. According to this notion, outstanding leaders are born, not made. They are born with leadership characteristics.
2. Trait Theory: Trait theory attempts to identify the behaviors and personality traits linked with effective leadership. This hypothesis tries to explain why some people make good leaders while others don't. Indeed, the theory dates back to the eighteenth century, when a man named Thomas Carlyle utilized it to identify the qualities, skills, and attributes of persons who ascended to prominence. Initiative, tenacity, energy, high cognitive skills and the ability to make excellent decisions, flexibility, creativity, charisma, and confidence are all key traits of this ideology.
3. Theoretical Psychology: The study of specific behaviors of a leader is the subject of behavioral theory of leadership. The primary distinction between these two beliefs is that qualities are not something that can be taught. While qualities can emerge over time, they

cannot usually be taught; instead, they must learn them on their own and allow them to develop. Behaviors, on the other hand, can be taught.

Styles of Leadership Visionary, coaching, collaborative, and consensus leadership styles are examples of acts taken by a leader. In the workplace, different sorts of leadership styles exist. However, not every style is appropriate for everyone. An organization's culture and goals determine which leadership style is ideal for it. Building an effective leadership style might help you build a strategy for becoming a better leader.

Performance of the Group Several key elements contribute to effective team performance. To begin, team members must properly combine their separate actions. Second, teams are being asked to work in increasingly complex and dynamic situations. Finally, effective team performance is represented by team leadership. Individuals who are largely responsible for creating team goals, as well as developing and structuring the team to execute these missions, are found in most teams. Cognitive, motivational, affective, and coordinating processes are all integrated into effective teams. The impact of leadership on team effectiveness is mediated in part by these four mechanisms.

Methods

A study was done to learn more about the relationship between transformational leadership and effectiveness, additional effort, and satisfaction. Seven software companies were chosen as a sample for the research. With a total of 262 replies, ten teams were chosen at random from each organization. All team members were handed questionnaires and asked to rate their team leader's leadership conduct using the

Multifactor Leadership Questionnaire (MLQ). On the leadership outcomes measure, team members were asked to express their own sentiments of effectiveness, extra effort, and satisfaction.

Results

The data for this study was collected using two distinct questionnaires. To begin, the team leaders' transformational leadership behavior was assessed using a 20-item multifactor leadership questionnaire. The MLQ Form 5X is a self-scoring questionnaire that employs 20 questions to assess transformative leadership. Second, the team's performance was assessed using a nine-item leadership outcome measures questionnaire. This questionnaire assesses the effectiveness, extra effort, and satisfaction of the team on three different parameters. These items are scored on a 5-point Likert scale, with anchors labelled 1 = never, 2 = occasionally, 3 = occasionally, 4 = pretty regularly, and 5 = frequently, if not usually. The relationships between the dependent and independent variables were investigated using a correlation analysis. The concept of transformational leadership was used as an independent variable. Effectiveness, extra effort, and satisfaction are all dependent variables. The findings show strong links between transformational leadership and performance indicators. Effectiveness ($r = .84$, $p < 0.01$), extra effort ($r = .79$, $p < 0.01$), and satisfaction ($r = .84$, $p < 0.01$) are all related with transformational leadership. All of the transformational leadership subscales had positive relationships with effectiveness, additional effort, and satisfaction that are statistically significant ($p < 0.01$). These findings imply that transformative leadership behaviors and team performance have a positive and robust association. This implies that leadership behaviors such as developing trust, inspiring a shared vision, fostering creativity, stressing development, and rewarding accomplishments are positively associated to how team members feel about going the extra mile and meeting goals in terms of team performance.

Reference

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