

Everyone's Smart University

Project (Spring 2021)

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Section
Master

Date
Thursday
18 / 03 / 2021.

Course Code
(PMG511)

PROJECT LEADERSHIP

Laissez-Faire Leadership _Leadership Styles Can Be Tricky and Have Outstanding Results.

1. Introduction

1.1 Project introduction

Project leadership is a mix between art and science of leading a team to accouche successful delivery of a project. The idea of having skills like project leadership is to bring people together to achieve a common goal. While working in a small construction company, I have faced two kind of leadership skills from to different leaders. The first one was Authoritarian leadership skill, the second one in other hand was laissez-faire leadership skill.as we know the laissez-faire leadership depending on hands-off approach which in our case had prompted meaningful progress in the department of the design.

1.2 Conclusion

In conclusion, by choosing good leadership skills to guide your team we will have good and effective outcomes as results. This study is happening to explore more about the chosen leadership skill style and how it was affecting back on the company itself and the effect of having a leader with those skills in the company by giving an example and present some charts that will help us in exploring and studying this skill.

2. Literature Review

2.2 Introduction

In this chapter the skills on the topic of the thesis will be reviewed. And it will be focused on one leadership style and will provide a case study on it, and we will mention some case studies of leadership vs the selected skill.

One of the good examples that present the laissez-faire leadership is retail buying. Its a business that can thrive with laissez-faire leadership. It's a very creative industry. The leaders in this industry know that most of the employees have been involved with it for a long time. They can handle themselves in it. Similarly, the entertainment industry is known for hands-off leaders.

Another good case that shows the benefit of having laissez-faire as leadership style is the case of Hoover Dam. This case was established by Secretary of Commerce Herbert Hoover under President Calvin Coolidge in the early 1920s and President Franklin D. Roosevelt, this project was completed though rarely associated with laissez faire leadership, Roosevelt could not have completed this project and many others without delegation of authority.

2.3 The leadership style technique

In this style of leadership There are certain types of employees who work best under it; they are usually more creative, and appreciate being left to let their creativity run things. usually, they are around the organization or industry for a long time, so they really understand what they are doing and don't need a lot of direction to do things well. They have high Self-motivation and have a proven record of achievements that help make them trustworthy, and regularly demonstrate excellence that allows their leader to give them more free-rein of their work.

2.4 Advantages

laissez-faire leadership have a lot of disadvantages about this management style;

- New employees often need more direction and instruction than laissez-faire leadership allows, making it harder for them to adjust.
- Confusion about who is in charge. Which can create miscommunication issues.
- Lack of structure and support.

- In laissez-faire leadership, sometimes employees will try to pass accountability back onto the manager or other employees because they say they didn't understand the goal. It's also difficult for groups and teams to take accountability because it's very individual.
- it can be difficult for group work. It's a very individual-based leadership style, so groups may not be able to work well together in this setting.
- Leaders can seem uninvolved.

2.5 Conclusion

In conclusion, laissez-faire leadership is an individual work for the team members and like any other skill it has good advantages and bad disadvantages, but with the right team members and clear guiding from the lead and smooth communicating skills it can achieve good results.

3. Methodology

3.1 Introduction

In this section we will discuss the methods that were used in my working environment experience (laissez -faire leadership skill) and how it can be developed using proper tools and techniques. By doing that we will cover the good methods that can help in improving the laissez-faire leadership skill in the working environment.

3.2 Two method

Laissez-faire leadership can be established in two ways, the first one is by neglecting the members completely and waiting for the result. The second one is by directing this type of leadership and managing it by using several tools like doing surveys and a

useful good interview also can consider as powerful tool that can affect this leadership skill also by setting-up Regular Feedback Sessions it can be considered helpful tool.

3.3 Conclusion

In conclusion, laissez-faire leadership is a skill that can be very effective by using the right methods and the right tools like establishing good surveys and other good tools.

4. Results and Discussion

4.1 Introduction

In this section we will briefly discuss the methodology that was mentioned before and show the results of both methods that leaders take and how it will affect back to the organization.

4.2 The first method

The first method is by neglecting the members completely and waiting for the result only then acting toward it. and that was the case with me in the company that i was working on it that lead to have a lot of mistakes that happened from the employ and no one finds out until the last review of the project wish was one day before the submission day also the leader had an effect in that because they provided the team with wrong and missing information which led the project in big risk of losing it.

4.3 Second method

The second method is directing this type of leadership and managing it by using tools and strategies like surveys about the work process and the project itself and that will help the lead to remote the ending result. Another useful tool that can be used is the interview. It can happen to every participant in the group member to classify them if they were helpful in this type of project or no. also by consenting Monitoring Employees, and Their Performance and setting-up Regular Feedback Sessions by doing this we will help

having good result underneath this type of leadership towards the company and the aim that they want to achieve.

4.4 Conclusion

In conclusion, every leadership skill can be categorized as good skill if the leader knows how to use it properly. laissez-faire leadership in some projects was catastrophic and cost the company financially a lot like what happened in the organization that i was working in. however it can make the project successful and helpful in the portfolio of the company and that what happened in the Hoover Dam or in Panama Canal.

5. References

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