

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 2021-05-20 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 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

THE IMPACT OF LEADERSHIP SKILLS ON PROJECT SUCCESS IN SAR

Introduction

Leadership is a soft skill any person in charge of a group must possess. It is the ability to influence the people under your care to achieve a goal preset for them. Failing in such an important soft skill may have disastrous consequences on an organization as there will be no unity in vision towards achieving the set goals.

This report will talk about the impact of leadership skills specifically embracing accountability using the RACI (responsible, accountable, consulted, informed) matrix on the success of projects within SAR.

Literature Review

Within SAR there is a Project Management Methodology (PMM) and framework that all project managers must abide by. The PMM was introduced into SAR by the PMO in the early 2020's, part of the PMM sets a typical RACI matrix that is approved by the upper management and is located within the Project Charter (PC) document.

The RACI set in SAR PMM is adaptable to different project sizes and complexities; some stakeholders may be removed due to the small size and short duration of the project, and on the other hand some stakeholders may be introduced if they are mega projects and/or have high complexity.

Methodology

A quantitative approach was the method used in this report. By comparing the KPI's gained from the PMO of executed projects (old and new) to have an oversight if the projects are within budget, required quality, and approved duration against projects that had scope-creep or over run the budget or time, the effect of a clear RACI matrix and the effect it had on the projects and stakeholders will be discussed in this report.

Results and Discussion

It was evident that all the projects that had a clear, approved, and properly distributed PC's had better KPI's than the projects that didn't have a well defined RACI. All projects that adopted the new PMM had clear responsibilities for each phase/stage of the project;

starting from the initiation all the way to closing the project and handing over to the end users.

The typical RACI matrix within the PMM is shown in the below table:

Activity	PM	PM Sponsor	Beneficiary Entity(ies)	PMO	Proc.	Finance	VP	CEO
Project Charter	A	C	I	C	-	-	As per company DOA	
Stakeholder Register	A	C	-	C	-	-		
Project Management Plan	A	I	I	C	-	-		
Project Cost Estimates	I	I	I	I	A	R		
Project Schedule	A	I	C	C	I	I		
Vendor Contract	C	I	C	I	A	I		
Risk Register	A	I	I	I	-	-		
Status update report	R	I	I	I	I	I		
Completion Certificate	A	I	I	I	I	I		
Payment	A	I	-	I	I	R		
Handover Report	A	I	I	C	I	I		
Final Report	A	I	I	C	I	I		

The RACI matrix shown in above table is flexible to each project category and needs. The amendment to the RACI matrix must be approved by the project sponsor, PMO and the VP (Vice President).

From looking at multiple projects within the organization and comparing the projects that had the RACI and the effects it had on the other organizational departments, it was clear to all stakeholders knew what their role was in contributing to the success of the project, moreover it was a clear guide to everyone within the project team which department had what responsibility, which department is accountable for the activity, and which departments needed to be informed or consulted. There was no more overlapping in doing the works; hence no unneeded efforts were wasted, the delays were immensely reduced, and the miscommunication was virtually eliminated.

By embracing the RACI set by the companies PMO, the workflow was enhanced. Part of the enhancement meant that some departments had to update their policies and procedure's and introduce new work flows to achieve the bigger goal. All of the transformation that has happened was directly influenced by the top management of the company.

References

- The author
- SAR's PMM (Project Management Methodology)