جامعة الجميع الذكية
EVERYONE`S SMART UNIVERSITY

Everyone's Smart University

Project (Spring 2021)

Student Name	**Noor Mohammed Madani**	اسم الطالب
Students I.D	**2021203199**	الرقم الجامعي

PROJECT LEADERSHIP

The impact of Transformational leadership Style and Team Management skill on Project Success at Toyota

Introduction

Leadership styles and practices are essential for any organization. In a corporate environment, leadership and its style can help shape policies and practices affecting employees. Usually, every organization engages in project management because it has to complete many goals and objectives to add value. Therefore, leadership skills are essential for the success of projects through proper and effective project management. Different hard and soft skills play their role in leading organizations. One of them is the team management skill that is important in today's organizations (Gyanchandani, 2017).Toyota's leadership follow the 2 styles and that's play the role of their success which are Transformational and affiliative. Organization has been competing for success in increase the sales in 2021. They seek competitiveness through innovation, technology, and information. New employees are joining Toyota and by Leadership and team management skills will shaping actions. This research will discuss the impact of leadership style and team management skill on the success of the project. The project proposal aims to highlight how leadership and team management skills can lead to project success at Toyota,

Literature Review and Conceptual Framework

The transformational leadership style believes in sharing and collaboration across the organization. A transformational leader has some prominent attributes like being a good communicator, visionary, and open-minded. Team management skill involves developing suitable team structures, using team development stages, and recognizing team needs. Thus, a team structure follows the leader's perspective, and a transformational leader promotes an organic structure in an organization. An organization-wide activity calls for teams to adopt a matrix structure where members participate from different divisions within the organization. Otherwise, team structure

can be based on a specific product, process, market, or geographic division. It might be a flat structure where there are no divisions within a team (Smith, 2016).

Moreover, team development stages are vital for team management. There are established research studies calling for the following team development stages to develop a team and engage a new member of them. These stages follow an S-curve from forming, storming, norming, performing, and adjourning. These stages show that team management must follow these stages as the team starts performing once it gets normal. It happens when it passes through the stage of storming. Then, it is decided if the organization has to adjourn the team because project management is usually for a limited period(Glaveckaitė, 2020).

Methodology

As the transformational style is by nature a team focused and this leadership style has a positive impact on their team member and motivate them. So, as the head pof customer service team is transformational leadership style the team management skill was a built in skill and easy to applied and manage. When the new employees have been hired to join the team while the new project has been started too the leader follow the stages of engaging the new members in our team as following:

Stages of Team Development	Transformational leadership Action
Forming	Introduce the new team members to team and let us had a conversation to break the ice and engage them beside a brief explanation of what would be expected from them
Storming	When members start the clashes or conflict, the action was to calm them down and understand from them what was missing to clarify it again and embrace the situation.
Norming	Being available to provide help as needed

Performing	Appreciate the commitment of the team members, their effort and performance.
Adjourning	Keep reviewing the team status, rewarding them and noticing any changes needed to adjust and behave with it.

Results and Discussion

The head of customer service department is follow the transformational style as mentioned previously and in the ongoing project od increasing the sales while having new team members the team management skill is needed the combination of these two skills the project has been smoothly worked and reach its objectives. This leadership style plays the major role of engaging and motivating the team member by understanding their needs, managing and invest in their skills, controlling their conflicts. Moreover, when any of the team members have a problem to understand their role or phasing any challenges the leader was there to motivate and give the needed instructions. To the sum of everything has been stated so far and based on the conducting observing as mentioned the project has been accomplished with high team harmony, this combination of leadership style and team management skills lead to project success and reach out optimum deliverables. But sometimes the leader has to be more realistic against the conducting work and member's level of skills.

References

- Glaveckaitė, Ž. (2020). The development process of the right team in early stage start-ups. *Entrepreneurship and Sustainability Issues, 8* (1), 1041-1063.
- Gyanchandani, R. (2017). The Effect of Transformational Leadership Style on Team Performance in IT Sector. *IUP Journal of Soft Skills, 11* (3), 29-44.
- Kyakuwa, J. (2019). It Piques a Novice's Curiosity and Engages the Experienced: A Review of Designing Qualitative Research (The SAGE Qualitative Research Kit). *The Qualitative Report, 24* (12), 3192-3196.

جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

- Milhem, M., Muda, H., & Khalil, A. (2019). The Effect of Perceived Transformational Leadership Style on Employee Engagement: The Mediating Effect of Leader's Emotional Intelligence. *Foundations of Management, 11* (1), 33-42.

Smith, K. A. (2016). Does an Organic or Mechanistic Corporate Culture Have a Greater Influence on Employee Trust Among Information Technology Professionals? *ProQuest Dissertations and Theses* , 1-96.

Spear, S. (2004). Learning to Lead at Toyota. *Harvard Business Review* (May).