

Everyone's Smart University

Project (Spring 2021)

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

PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
 - 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

Introduction

At the beginning, the duration of the project was four months. The idea of the project is simply to provide volunteer programs with various activities and aspects for a pre-defined group

The challenge is to unify the entire staff, which consists of more than 30 people, and manage more than 1000 beneficiaries in a short period, and prepare in advance only one month.

The problem is the completion of the project in the specified period and to ensure that all requirements are implemented and completed on time and with high quality, and because the project needs the relationship of colleagues between them to be high, educated and motivated, so we need (Motivation) from each person

The goal of the research

Is the leader responsible for all these costs and ensuring that the project progresses and ends and is implemented in the required manner and in the most complete way?

Has he achieved the desired goal, and is the staff happy with the work or not, and did he benefit greatly from that or not? Was there motivation to learn anything new from? It is possible to improve and develop the project

The leader has the qualities of (Affiliative Leadership Style) and this had a great factor in the harmony of the staff among them and their assistance to some in all tasks.

One of the situations that happened was that a person specialized in the media side was helping another person in the administrative side, and so most of the staff are all dedicated to the project and everyone wants the project to succeed

And also from the skills He also has the following characteristics (Listener, Lovable, Energetic, Effective, Assertive, Determination, Diligence, Empathy, Eagerness, Responsible, Realistic, Honesty, High hopes, Impartial, Patience) My appreciation based on working with him on this particular project and other projects and it was He always has a prominent role in the success of any project in which he is involved It was one of the most prominent things that distinguished him as a leader (Motivation) and it is

important because it allows you as a leader to fulfill and even exceed your organizational goals.

Literature Review:

Other researchers and practitioners have proposed a participatory theory of leadership, which assumes that group performance depends on the extent to which leaders share or retain decision-making power. This is a method for evaluating leadership effectiveness [1]

Here the leader can be distinguished as an individual contributor or failure, as he influences all other organizational factors [2]. Leadership influences company culture, project culture, decision making, and employee commitment [3]. Without proper leadership, the risk of failure at work or school will increase [3]. Thus, leadership is seen as the ability to make strategic decisions, using skills such as communication, interpersonal relationship, motivation, decision making, and emotional maturity, to achieve school or organizational goals [4]. However, there are different types of leadership styles. It is known that it may be applicable in dealing with the many challenges that an organization can always face. Although having a leader who can combine principles of management and ethical justification for actions remains a challenge in the organization today

The general definition of leadership as used in the context of this writing is the ability to perceive the need to implement change, create direction, align people, motivate and inspire, communicate, build teams, participate in decision-making, mentor and coach subordinates, and present. A high degree of integrity [5, 6]

Motivation is the driving force in pursuing and satisfying one's needs (Kontodimopoulos, Paleologou & Niakas 2009). it's a Anything that influences behavior in the pursuit of a particular outcome. Motivation is also defined as the process that interprets

The passion of the individual, his direction, and his continued effort towards achieving a goal, and means the result of the interaction

Between individual and position (Robbins, Judge, Odendaal & Roodt 2009). Motivation focuses on and includes Processes that direct the general strength and direction of a person's activities over time. This duration is of great importance Because although the stimulating behavior only occurs in the present, its direction is directed towards the future (Bernard, Mills, Swenson Walsh 2005).

Motivation is an essential tool for regulating the work behavior of employees (Olusola 2011). The Motivation to act, whether intrinsic or external, is crucial in employees' lives as it forms the root cause For life action (Ololube 2006). Intrinsic motivation is regulated by personal pleasure, interest, or pleasure (Lai 2011)

It involves performing an activity for the sake of the inherent satisfaction of an activity. Extrinsic motivation refers to doing something because it is stimulating or enjoyable in nature (Ryan & Deci 2000).

Belhaji (2008: 3) identifies the following characteristics of motivation:

Motivation depends on human needs and is created within the individual.

Motivation is everything, not segmented. Hence, it is not possible to motivate an individual by achieving some of what he or she has Partially needed Motivation is an ongoing process. Once a need is satisfied, new needs emerge; Motivation causes goal-directed behavior. The person behaves in such a way that it satisfies or satisfies him Its goals or needs; And the

Motivation is a complex process: there is no theory or universal approach to motivation and individuals differ in it What motivates them. Thus, a manager must understand a variety of needs and should use a variety of them Rewards to motivate them.

Hence, successful organizations use positive strategies to motivate their employees to be competitive in the market. It is really against this observation that Mansour (2011) reveals that if the employees of an organization are so They are not motivated to perform their duties, and no organization can advance or achieve success.

Methodology:

The qualitative research method was the method used in this study. Qualified researchers generally study fewer respondents [7]. However, the approach must delve deeper into these individuals, settings, subcultures, and scenes. This will enable the researcher to build a self-understanding of how and why people perceive, take on, interpret, and interact in each scenario. In general, the qualitative researcher is characterized by little or no effort to generalize the results of the selected sample to students of the population study. Based on the epidemiological basis of qualitative research,

Participants were asked about the type of leaders and how they reached a critical decision during the meetings. Topics in these interviews were abstracted and analyzed according to the research questions and issues that could be identified from the literature.

Results and Discussion:

As a leader. It is believed that the leader directs the affairs of the organization to achieve specific goals and objectives. Any effort to deviate from goals and objectives can lead to a situation of danger. In a project, mission, mission, and goal of the organization in decision-making, every organization or institution has its goals, mission, goals, function. Likewise, leadership style and decision-making are largely dependent on ideas and mission.

The first consideration in making any decision in the organization is the philosophy and purpose of the enterprise. However, the leader cannot implement the decision alone, so in order to support his subordinates, he needs a lot of means to convince his subordinates. This is where the value number is in a case, and then at this point, what it has valued in the leadership domain is worth it. [8],

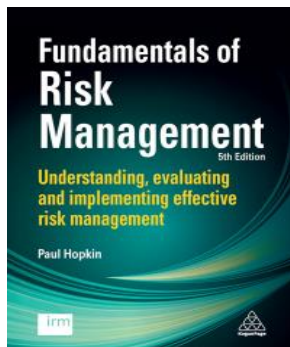
Emphasizes that the values shared in the environment are turbulent and unpredictable. For this reason, he will prefer an authentic driving style. Authentic leadership involves self-defense, inappropriate handling, transparent behavior, and true relationships [9].

Support from subordinates is also an aspect, decision making, and execution, the next subject derived which makes the subordinates carry out the decision taken, the task is targeted. We made it to be accomplished, made us prepare to work alone, and made us take into account the ideas of subordinates, and their opinions must be recognized, respected and accepted, if they do not conflict with the need, goals, and philosophy of the organization. Promotes an inclusive participatory climate [10] monitors implementation, on the other hand, decision-making. At the same time because the task is executed correctly.

Regarding the project, I think that the personality of the leader Ahmed was one of the factors affecting the success and completion of the project with the required quality and time required, as well as after the completion of the project. It was noted that the relationship of all project members, their relationship after the end of the project became better and all the staff had Motivation in learning and sharing information And the success of the projects

In the end, there is no absolute leadership style that can be used permanently, although the leader may have a leadership style but sometimes the situation may require a change in the leadership style in making the decision.

References:



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