

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

Introduction

Leadership is Creating an inspiring vision of the future, Motivating and inspiring people to engage with that vision, Managing delivery of the vision with providing guidance and Coaching and building a team, so that it is more effective at achieving the vision with an effective planning.

The ability to work with the ability to work at work, and the ability to work at work, enables her to gain their obedience, respect, and business, sharpen their motivation, and create cooperation for the sake of achieving. A goal in itself

Leadership is a positive activity carried out by a person with a formal decision having leadership traits and characteristics who supervise a group of workers to achieve clear goals by means of influence and impossibility or the use of power to the appropriate extent and when necessary. Leadership can also be defined as the art of influencing men, and it can be said that effective leadership is the outcome of interaction Between leader and superiors in different organizational situations.

Leadership is based on pushing and encouraging individuals towards achieving specific goals and leadership, as White defines it, means influencing others in implementing other people's decisions, leadership that depends on persuasion, which draws its strength from the personality of the leader, as well as leadership based on intimidation and threat and derives its power from the authority granted to the president.

Leadership styles are many and it is not necessary for all leaders to be the same, but the best leader is a leader who is familiar with all methods and is able to deal with the largest possible number of issues with different styles, and the most famous of these are the Six Leadership Styles of Daniel Goleman, namely

The authoritarian or coercive leader: he follows the immediate obedience to commands, and this method is summarized by the phrase (Do what I tell you). The role model leader: characterized by his ability to smooth self-direction and summarizes the phrase (do as I do, now). A reliable leader: He is characterized by high self-confidence and is summarized by the phrase (Come with me). The harmonious leader: follows the phrase (people come first). Democratic Leader: Leaders of this style constantly ask (what do you think?). The trained leader: his leadership style is summarized in the phrase (try, try it).(1)

Literature review:

The occurrence of conflicts between stakeholders in projects is normal, and should be expected at any stage of the project. These disputes can be attributed to many reasons, the most common of which is the disagreement over the priorities for decision-making among the parties concerned, and the lack of consensus on the way to deal with a topic or the method of dealing with it. Such conflicts may result from personal disagreements that have nothing to do with the project, and are due to reasons related to different cultures, values and behaviors, that the perception of these conflicts has witnessed a change over the years, as such conflicts have transformed from being a bad phenomenon and harmful to the project with every person involved in it being considered himself. A problematic party that should be avoided and prevented from occurring, to a positive phenomenon that can achieve benefit for the project if it is managed in an appropriate manner (2)

And here is the leader's need for skill in resolving and managing conflicts and setting up an integrated mechanism to deal with any dispute as soon as it arises or when it is expected to happen.

Some positive points of contention

The ability to manage conflict is a core leadership competency and can help project teams grow and advance. However, conflict management is one of the most difficult soft skills a person can master and develop.

Conflict is normal and healthy if managed appropriately.

Conflict arises from differences.

Conflict cannot and should not be avoided forever.

Studies indicate that there are two types of disagreements or conflict:

A good struggle

Producing new ideas

Solves constant problems

bad struggle

lowers team energy or morale

reduces productivity

Methodology:

“Confrontation” is the best of these methods, in which the causes of conflict are addressed and an appropriate solution that satisfies the parties to the conflict is found on a fair and equitable basis. Although the problem with this method is the relatively long period of time that it may require, its success depends largely on providing the parties to the conflict with the sincere desire to reach an amicable solution that preserves the rights of all parties.

In the event that it is not possible to follow the method of confrontation for one reason or another, the second method can be resorted to, which is a concession. This method is based on the two parties to the conflict giving up some of the matters that each of them claim to be entitled to, in exchange for reaching a compromise solution.

In some cases, the project manager may find himself unable to propose a solution to the existing conflict that satisfies the two parties, or he may see that the impact of the conflict is not significant on the project, and then he may "ignore" the problem and not intervene to solve it.

Result and discussion:

Acting Responsible: The leader must act responsibly when dealing with conflict. If the leader is not responsible, the leader's respect may be affected.

Good self-control: This is an important prerequisite in conflict resolution. Although one might be nervous

Extremely and unwilling to listen to anyone other than to have their own way of praising the conflict.

A patient listener: Another good qualification is being a patient listener and realistically assessing a problem without being emotional or biased.

Timing: Leaders who avoid conflict at all costs will find themselves regretting it later. Timing is all

Something when it comes to managing conflict, and the best time to take action is when there is solid evidence that an employee has a track record of mistakes negatively affecting the performance of others.

Respect differences: Instead of imposing your own influence, hierarchy, or rank, respect unique differences in people and learn to see things from different perspectives. Conflict resolution is rarely

In black and white, in fact, there are more and more gray areas.

This conclusion is considered the most important point for good conflict resolution management so that the leader is familiar with the best ways to resolve the conflict.

References:

- 1- Iman Al-Hayari , March 29 2021 by mowda
- 2- Bassam Samman 3- August 2006, bayan