

Everyone's Smart University

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PROJECT LEADERSHIP

Instructions:

- ☐ آخر 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:
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Instructor's Name: **Dr. Sara Adel**

Influencing (Using Different Sources of Leader Power): The Impact of Leadership Skills on Project Success

1. INTRODUCTION

There is no more discussion on the concept that the style of leadership develops out of the personality type. It was associated with the unique gifts, along with the contribution of every personality type to the society, as well as they also take part in different kinds of leadership that required to have the world go forward. This report will give the basic knowledge as well as the key information about the different personalities, the relationship between the leadership and the personality types, as well as how the personality influences the behavior of the leadership (Bertsch, 2017).

The researchers have classified the personality into four groups, such as the analysts, diplomats, sentinels as well as explorers. Furthermore, these personalities describe leadership because every leader has its own personality types. So, these four personality types also tell that each has further branches that tell us almost 16 kinds of professionals exist every time, and they have their own personality for the leadership.

1.1. Analyst Leaders

With an improved product or organization in mind, the analyst leaders who analyze the thing logically, will develop the systems as well as to adapt. The guiding principle for such kind of leaders is rationality. Such kinds of leaders tend on the way to an approach called a matter of fact, as well as they will have a little patience for any occasions too emotional or not confidently embedded in the logic. According to the point of views of such kind of leaders, they mostly give a value to the invention (Yarmohammadian, 2006).

Analyst leaders often work in authority's corporations or the agencies of the government as well as in political offices. Franklin D. Roosevelt is a high instance as he created programs, such as Social Security devices and WPA, to help stop the Great Depression. In a sense, FDR tinkered with the system that was once the United States to make a device that worked better for its citizens. The Purpose of the report is to study the relationship between the managers' personality types and the leadership style of managers (Mohammadi, 2015).

1.2. Diplomatic Leaders

With the imaginations as well as ideas that associated with the higher values and the higher cause, the diplomatic leaders will involve themselves in the vision they believe in since they are often visionary. Whenever they are working actively in any organization, they are effective and will shine more for their capabilities as well as will share several valuable visions (Prince, 2015). They have ability to sight for the future happenings and can easily guess what thing can be effective soon. So, they can bring new ideas and methodologies rather than recommendations. Furthermore, with the help of clear insight, they may creatively develop new ideas and technologies that will be more valuable for the business and the environment.

He was the personality who brought the use of new familiarities by introducing the new ways of entertainment and amusement parks that he didn't only aim to be enjoyment, but they did carry a moral message too. They did call the development of Disney "Walt Disney Imagineering" after his death and the potential candidates were challenged to "create the never seen before" by their development website (Carstens, 2006).

1.3. Sentinel Leaders

The sentinel leaders are those who take care of the business administratively. They are more responsible leaders rather than others. They always try to get all information right, complete, and correctly manage business-related things. They never underestimate things and ignore incomplete things. Furthermore, they may honor the past and may not compromise on the protocols and rules. In simple words, they may become strict on the rules and regulations in every field of life. These types of personalities work with sense of responsibility to take care of more things (Dierendonck, 2011).

Some biographers said that the founder of Amazon Jess Bezos leads with an eye consecutively on the information and is now not above getting his palms dirty over each element of the enterprise. The biographers say that he never compromises on developed strategies and never takes the related thing light, which is related to the business and tries to remove such kind of thing which can be harmful for the conduction of the business. He only takes rest when he realizes that everything is normal or better than before and all data or information is in the right order (Bahreinian, 2012).

1.4. Explorer Leaders

The explorer leader is based on a personality type who has extraordinary abilities

to handle any kind of problem. In the explanation of the explorer type of leaders, they work on the agile methodology. The agile methodology usually uses in new technology development. Due to their high intellectual level, researchers have said that they follow the agile method to solve any problem even if it is more extensive in handling, but they can handle those problems easily. The agile methodology working is different from other techniques. For example, in the development or operation, if any problem occurs, the workability cannot be stopped while the occurred problem will be resolved. After a short explanation of agile methodology, let us move on to the explorer leader (Carstens, 2006).

Such type of leaders may mostly find the authentic and quick solution for any type of problem if it arises at the workplace or during working as well as their solutions may optimum most of the time that can push the organization in the exciting directions and new directions. They are creative and have strong creative skills and like to make things more creative. They never feel any hesitation in taking any risk when they feel there is a good chance of taking risks that could pay off. They only focus on how they can make bigger things. Such types of personalities and leaders are completely leader oriented in the direction of acting rather than planning something and analyzing (Shirmard, 2013).

The best example of explorer leader is Richard Branson who started exploration by establishing the virgin record megastores that concreted the way to make more than 400 companies under the banner of Virgin record megastores. That was, only the company can support or create several companies that will completely do their businesses and they will pay fixed percentage to the Virgin record megastores. Furthermore, on the Virgin record megastores, the current obsession of Virgin is private space tourism for which the company is now testing spacecraft and has reserved several celebrities. So, his enthusiasm is the clear and meaningful history of the Virgin for the new exciting and amazing.

2. LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK

2.1 The Relation Between Personality Type and Leadership

The focus of the relationship between the leadership and the type of personality driver is the significant thing for several leaders of the organization because the relation among both is also examined and analyzed by the researchers and the related behavioral

scientists. The focus on the leadership is discovered as well as the type of the personality is also evaluated with form M of the indicator instrument Myer-Briggs type by establishing the as well as the application of the Questionnaire focus on the leadership. The target population is established by the executives of South African for this study. So, it applies both approaches to the interpretation and the functionality (Sieff, 2006).

In this paper, we will discuss the focus of the leadership in the light of three primary theoretical hypotheses that concern with the optimization of the focus for making a balance among the priorities internally and externally. Secondly, it concerns the fit among the type of the organization and the type of the personality of the leadership. Thirdly, it concerns with the capacity for focusing on managing the multiple things. So, these things are considered (Reddy, 2013).

The results of the research show that the personality types that are extravert, are considered more comfortable along with the challenges of focusing on the role of the leadership rather than the types introverted and extraverted, the types such as thinking, sensing and judging experience a larger degree of finding fit along with the organization rather than the types of perceiving, feeling, introverted, and intuitive (Akbari, 2016).

2.2 Relationship Between Leaders' Personality and Leadership Style

Extroverts in the sense of the leadership style explain briefly that the personality is significant for the leadership of the transformation. As stated by Bass (1985), an important role is played by such characteristics in influencing, mobilizing, persuading, and discussed, the people can be convinced by the leaders about the vision as well as the followers can be persuaded for looking at the vision.

Bono and Judge are supported completely by kind of recommendations that did find extraversion for being the most consistent and the strongest personality associate of the transformational leadership. It is the key behavior for the transformational leadership. The leader can easily change the organization and individuals if the leader is creative for driving to the vision. Due to his creativity, he can easily encourage the people for expressing their creative ideas against the problems for solving the organization faces currently (Yahaya, 2011).

2.3 Influence of Personality type on Leadership

The perceivers may be viewed by the judges, such as the drifters aimlessly. They need to be aware that the perceivers just demand or require further information before decision making. Furthermore, on the perceivers, there are some key points. The perceiver works only what the judger does audibly.

While the inclination of the perceiver is just to aim at the information gathering to have the open question, so the perceiver can perform decision making. The structure is seen by the perceived as more limited rather than enabling. The ability or plus point of the perceivers is that they are more tolerant and calmer of the differences of the other people and would adapt to fit within the situation that is required (D'Alessio, 2006).

3. METHODOLOGY

From the perspective of their ability and suspend the function of judgment must be developed by ENTJs that is just long enough for giving a chance to the perception. It must be continued by them for using the judgment on themselves while not on the other people. Every aspect of their lives is dominated by the judgment and their feeling of them is also inhibited for being of any kind of use, if the ENTJs let thinking (Craemer, 2014).

There are some distinguished significant changes among the people who can think and feel, where ENTJs would do thriving for having such kind of things in the minds to bring improvements along with those that are recognized as the sensors instead of thinkers. Some key points are also included for the convenience.

- The first one is that when thinkers keep focusing on the logic, the feelers should tend to be sympathetic.
- They are more interested in persons rather than goods.
- To the values of the people, the feeler is responding and people-oriented more easily.
- The emotions of other people are recognized and acknowledged by the feelers and know that this thing is completely strength. It is not a weakness (Kim, 2016).

4. RESULTS AND DISCUSSION

ENTJs are extra likely to analyze and follow common sense with interpersonal issues, which can annoy and puzzle the feeling types. No count what the problem, ENTJs want to factor in the human factor in decision-making. They would do nicely to think about consulting other kinds for their opinions earlier than deciding. Also, they should be aware of their own desires and feelings. All of this will gradually down the ENTJ's decisiveness, but in the long term, will serve them well (Craemer, 2014).

5. CONCLUSION

In conclusion, many different examples show how leaders would affect the work, projects, and organizations based on their style of leadership. As mentioned previously, in the analyst personality, four types of persons exist such as architect, logician, commander, and debater. In diplomatic personality type, advocate, mediator, protagonist, as well as campaigner, exist. In the third type of personality, logistician, defender, executive and consul exist. The fourth type of personality is explorers, and it consists of the virtuoso, adventurer, entrepreneur as well as entertainer (Alkahtani, 2011).

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