

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 20-05-2021 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:
 - 0 حجم الخط 12.
 - 0 نوع الخط Arial.
 - 0 لون الخط أسود.
 - 0 المسافة بين الأسطر 1.5 line spacing.
 - 0 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.

- o Prioritization (Using tools for Estimation – Scheduling – Tracking – prioritizing stakeholders).
- o Team management (Using Team structures – Team development stages – Team needs).
- o Embracing Accountability (Using RASCI)
- o Conflict resolution (Using the Thomas-Kilmann conflict mode instrument).
- o Motivation (Using one theory of motivation – Types of motivators).
- o Communication in the project.
- o 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.

- o Prioritization (Estimation – Scheduling – Tracking – prioritizing stakeholders).
- o Team management (Team structures – Team development stages – Team needs).
- o Embracing Accountability (RASCI)
- o Conflict resolution (The Thomas-Kilmann conflict mode instrument).
- o Motivation (Using one theory of motivation – Types of motivators).
- o Communication in the project.
- o 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

Leadership Influencing

Introduction:

The study of leadership has been an ongoing for many years and My research to represent Leadership influencing skills within organization and how this will affect the surrounding people and motivate them or increase the moral.

I will focus to “if required to have leadership from same organization or culture to motivate the group or can the leadership from different organization, culture, language, area, age,... etc. can assign to lead the organization and influence and motivate the people”.

My research will focus to leadership in engineering consulting business and how they can influence the people and create vision to convince other to follow.

We study the different type of influence as per below:

- Formal / Legitimate
- Penalty / Coercive
- Reward
- Expert
- Referent

I will review and measure the best type of influence will applicable to our organization and guide to growth and successes to deliver our project and value to other.

Literature Review and Conceptual framework:

Leadership, unlike management, is not dependent on position, title or privilege; instead it is an observable, understandable, and learnable setp of skills that can be mastered by anyone that is willing to take the time and put forth the effort to learn them (Yukl, 1998). The power possessed by leadership is important not only to influencing subordinates, but also to influencing peers, superiors, and people outside the organization, such as clients and suppliers.

Leaders create change and set the direction. Good leaders can take an organization in a new direction with their leadership abilities. Character refers to the values and behaviors that are exhibited by the leader which inspires trust, commitment and followership (Sosik & Megerian, 1999).

Methodology:

In my research and to reach the result, I dependent to different study, books and research to compare and focus to different theories in leadership styles and influence tips and way to inspire and motivate the people. Additional to my experience as I worked in multiple organization can classified them as local, international, big size, medium size, inside my countries and outside (USA).

Additional to that, I have been working with different leadership from different backgrounds, ages, language,..etc.

Results and Discussion:

As per my research I can say the leadership should have strong and clear communication skills to create the vision and communicate to other. As I worked in multinational company, I cannot see the language or age will limit the leadership to influence people, but he should understand the behavior and culture as this will help him.

We are working in engineering field and most of employee has enough experience to deal with working requirement and different projects and client level of satisfaction and expectation and they only need leadership with influence skills to motivate them by build trust and encourage the employee self-satisfaction.

Additional to that he should have high level of knowledge of engineering field and understand the business requirement to motivate the people and create the value and inspire the people to believe on it.

In my research I see the gap in previous studies and research regarding leadership style preferred for middle East as most of the research combined the Asia pacific with middle East. As per my research I can see the different, as Middle East people relay to emotional and can easy motivate them by focus to feeling and self-satisfaction.

Additional to that as most of population of around area are young youth, as leadership can utilize the energy of young by setp the clear value and vision and build the trust with people to inspire them and consensus to clear vision.

Back to engineering filed and to be good leadership in this organization and additional to previous, I strong recommended to be near to your team and listen to their issues and working to solve it to build strong trust and easy to motivate them to achieve the organization goal and objective additional to that leadership character most important and should be improve his skills to understand the organization and people.

References:

- International Journal of Business and Social Science Vol. 2 No. 13 [Special Issue - July 2011]
- Yukl 1989a
- Handbook of industrial and Organization psychology

Appendices:

N/A