

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 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:
 - حجم الخط 12.
 - 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. (اختياري).

{اكتب أسماء فصول وأقسام (البحث / المشروع) الخاص بك، وناقش بإيجاز ما ستكتبه في كل قسم}.

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

Introduction:

Leadership is a universal phenomenon and as old as history of human (Bass, 1990)[1]. Leadership can be viewed as the ability to influence a group of followers towards the achievement of predetermined goals and objectives using effective methods of communication (Robbins 1993; Wu et al. 2006; Men 2014). The leader establishes direction for the working group of individuals and gains their commitment by motivating them to achieve intended project outcomes (Conger 1992). Leadership style entails the combination of traits, skills and behaviours used by a leader when interacting with employees (Lussier & Achua 2009)[2].

Motivation is an inner force that causes or induces us to do something, and what motivates one person may not necessarily motivate another. Also, what motivates a person in one set of circumstances might not motivate the same person in another set of circumstances. No one can tell you to be motivated but could create conditions that allow you to feel motivated. The project leader's task is to influence the situation in such a way as to encourage team members to feel inspired and motivated to achieve their tasks (that align with the project's goals). One thing is clear, motivation is internal to ourselves and is often the result of a style of thinking that is supportive of us reaching our goals [3].

Based on leadership the work in our organization and the structure is built on the distribution of roles and responsibilities between the members, each according to his specialization, with determine the practical considerations. Making continuous meetings and discussions to help reach the best decisions and opinion appropriate, then follow up the results of the decision and work to correct deviations, our leader and our senior management adopt the democratic style.

Based on skills our leader in the organization have a key motivator to influences the team members to reach our goals further encourages the team members and involved them in key decision-making plus help team members to get a better understand of their role in the organization and empathize with the team members problems to makes them stronger-mentally and emotionally. As well as appreciation and rewards as an example the certificate or the incentive for the work done on the time.

Our goal to illustrate the relationship between democratic style and motivation skills.

Literature Review and Conceptual framework:

Democratic leadership plays key role in democratic movements (Adorno, 1965; Gastil, 1994; Kunter, 1965). According to Anderson (1959) democratic leader is one who encourages participation in decision making and democratic leadership relates with higher morale in most leadership situations. Democratic leaders offer guidance to group members, participate in the group and allow input from subordinates. Democratic leadership is termed as the most effective leadership style (Lewin and White, 1939). Democratic leadership relates with increased follower productivity, satisfaction, involvement, and commitment (Hackman & Johnson, 1996). They delegate authority to

followers and also give ongoing support and focus for the challenging works. Often this style of leader has the vision to realize what people need and ensure that they get it. In the process they generate successful and sustainable organizations. Member satisfaction are greater under democratic leadership (Bass, 1990; Stogdill, 1974). They have confidence and trust in their people. When issues arise and decisions must be made, relevant and varied participants are involved to discuss the situation and a majority view is taken as the final decision[1].

According Inu Kencana on Mardiana (2014), Democratic Leadership style is the way and the rhythm of a person in the face of a subordinate government leaders and communities by using the method with a subordinate division of tasks, these tasks are divided among subordinates fairly and equitably. According Siagian (1999), The type that is the Democratic leader of the democratic revered and respected and not feared because of his behavior in organizational life[4].

In the studies on democratic leadership, it was discovered that the democratic leadership style leads to a higher level of productivity and increasing group motivation [6, 7, 8]. Democratic leadership gives the best organizational results when the group members are skillful and willing to share their knowledge. However, people need time to contribute and decide on the best course of action by devising a plan. Because of that, the democratic leadership style is more efficient in dynamic and rapidly changing environments as opposed to situations where there are predetermined work processes.

Anderson [6] defines the democratic leader as someone who shares the decision making with other members. For this reason, getting the opinion of the workers and making them feel worthy while contributing might be far more motivating. Indeed, Anderson [6] in his study rejects the general acceptance that democratic leadership is related to low productivity and high morale and that autocratic leadership is related to high productivity and low morale. Hackman and Johnson's [7] study seems to be in harmony with that of Anderson's.

Another study carried out on a group of teachers with 276 members showed that school managers mostly have a democratic leadership style. The organizational support perceived in the study had a high and meaningful positive oriented relation with democratic leadership in the leadership styles [9].

The fact that a democratic leader can be distinguished from others with his/her intellectual, effective, motivating, respected, cooperation-building, supportive of logical solutions, encouraging, problem focused, guiding, and listening qualifications. Gastil [5], on the other hand, defines the characteristics of democratic leadership as responsibility distribution, empowering of the group members and giving assistance to the decision-making process of the group. Democratic leaders can reach better ideas and more creative solutions to the problems through his/her encouragement for the group members to express their thoughts. Moreover, by leading the group members to assign more importance to the end products, their inclusion to work and belongings might be improved.

Methodology

In order to investigate and establish the relationship between democratic style and motivational skills. We conducted interviews with some of the managers in the company, they are (the quality manager and he has a long experience of about 15 years, the sales manager about 9 years and the operations manager about 12 years) and we used to meet each manager individually. We ask them and discussions about the type of leadership styles and motivational skills and their impact on the individual and the organization. All meeting was registered for review and revision based on the research questionnaire. We adopted the qualitative methodology in the research.

Results and Discussion:

After analysis and extrapolation, as the following:

- There is a strong relationship between motivational skills and democratic leadership style as we know that support and participation derive from democratic leadership
- Democratic leadership enhance the decision making process which gives strength to the member in the skill of motivation.
- Democratic leadership improvement the negotiation process and constructive participation with a positive emotional environment
- The main purpose for democratic leadership is responsibility distribution gives mastery to the member how to manage responsibilities as leader.

During the discussion research that noted the democratic leadership has a closely relationship in motivating the member from several aspects, whether technical or emotional. In the technical side, the tasks and responsibilities assigned to the individual and the authority that has been delegated to it in addition to the interest that is cultivated through enhancement and participation in decision-making, or in terms of the emotional side, interpersonal relationships with the leader and the members in the participate with approval or disapproval in decision, which contributes to increasing self-confidence and self-expression.

As we know that democratic leadership motivates members to think freely and independently and discussion them openly and effectively with the members, which ultimately contributes to positive motivation and influence on the behavior of the individual that seeks to achieve the goals set for the organization

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