



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

Everyone's Smart University

Assignment 1 (Spring 2021)

Student Name **Mohammed Al-Bandary** اسم الطالب محمد البندري

Students I.D **2021203114** الرقم الجامعي 2021203114

Section

Master

Date

Thursday

18 / 02 / 2021.

Course Code

(PMG511)

PROJECT LEADERSHIP

Instructions:

- يغلق الواجب يوم الإثنين ١ مارس في تمام الساعة ٩ مساءً.
- الواجب سؤال واحد مقالي من ٤ درجات ما لا يقل عن ١٥٠ كلمة باستخدام font 12.
- الإجابة على الواجب باللغة الإنجليزية واللغة العربية مع مراعاة أن تكون المصطلحات باللغة الإنجليزية
- يرجى ضرورة التحويل إلى صيغة pdf بعد الانتهاء من الواجب ورفعته على المودل.
- الحل يكون على هذا النموذج الخاص بالجامعة فقط ولن تقبل أي مستندات أخرى.

Instructor's Name:

Dr. Sara Adel

Assignment (1)

During our study about Leadership, we learned the difference between manager and leader, adding to that we studied traits, and styles of leaders and leadership.

In our first assignment, you will research and write about **a modern project leader** of your choice . Carefully consider his traits, styles, and detect any different situations for his/her leadership in today's organizations.

Your Task

1. Select a leader either a “good example or a bad example.”
2. Research your chosen leader, identifying **evidence** of his/her traits, styles, and leadership situations.
3. Write a **four-paragraph essay** profiling your chosen leader.
 - First, introduce your leader, and state why you selected him/her. Was their leadership effective or not effective?
 - Next, detect the traits and style of your leader, and why you chose that style for him/her?
 - Next, describe the leadership situation your chosen leader was in and so you chose for him that style?
 - Finally, conclude with a short description what is your personal leadership style and how effective it has been for you?

Best of luck..

الواجب الاول

خلال دراستنا في مقرر القيادة في المشاريع، تعلمنا ما هو الفرق بين المدير والقائد، أضف إلى ذلك أننا تطرقنا أيضاً إلى سمات وأنماط القادة والقيادة.

في واجبنا الأول، ستقوم بالبحث والكتابة **عن قائد مشروع من اختيارك**. ضع في اعتبارك سماته وأساليبه وأنماطه واكتشف أي من المواقف المختلفة لقيادته في مؤسسته أدت إلى اختيارك إياه.

مهمتك هي:

1. حدد قائداً أياً كان "مثالاً جيداً أو مثالاً سيئاً للقيادة".
2. ابحث عن القائد الذي اخترته، وحدد الدليل على سماته وأنماطه ومواقفه القيادية.
3. اكتب مقالاً من أربع فقرات يصف القائد الذي اخترته:
 - أولاً، قم بتقديم قائدك، واذكر سبب اختيارك له / لها. هل كانت قيادته فعالة أم غير فعالة؟
 - ثم بعد ذلك، اكتشف سمات وأسلوب ونمط قائدك، ولماذا اخترت هذا الأسلوب أو النمط له / لها.
 - بعد ذلك، صف الموقف القيادي الذي أثر بك وجعلك تختار الحديث عن هذا القائد. وأن لهذا السبب انت اخترت له هذا النمط القيادي.
 - أخيراً، اختتم بوصفاً موجزاً لأسلوبك الشخصي في القيادة ومدى فعاليته بالنسبة لك.

مع تمنياتي بالتوفيق....

The Leadership of Jack Welch

Leadership is a widely-spread concept practiced within operating organizations and companies to influence and guide groups and individuals to achieve certain goals and hit specific targets. Leadership is linked with the development of both hard and soft skills in relation to management, communication, decision making, conflict resolution, visioning, influencing and motivating team members. The world is full of leaders, and to better understand leadership, this essay will shed light on Jack Welch as the former CEO of General Electric (GE) and identify his traits, leadership style and personal characteristics.

Who is Jack Welch? The youngest chairman and CEO to be appointed in GE for two decades from 1981 to 2001. Jack Welch was dubbed manager of the century. He took GE to historic highs by transforming it from a company known for appliances and light bulbs to a multinational corporation that stretched into financial services and media as well as industrial products. His tenure was full of accomplishments and achievements. The most important and significant one was the huge revenue surge of about \$130 billion. Another one is converting the slow-moving business into a fast moving and flexible business. Although Welch had many accomplishments and achievements, he had to make difficult decisions like sacking over 100,000 employees. Nevertheless, people named him as “Neutron Jack” because he defended his actions as a move to improving GE’s productivity and flexibility in the dynamic market (Bill, 2003).

There are two main reasons behind selecting Jack Welch for this study and considering him as a role model. First of all, believing that he is one of the most ideal models of executives. Second, his story creates hope for every ambitious toward success.

Jack Welch had several key attributes that formed his leadership style. Besides self-confidence, simplicity and devising a vision and persuading people to work on it, he was characterized by being energetic, self-motivation decision making, commitment and dedication. He is considered as a corporate icon, business teacher and strategic thinker.

Looking further to Jack’s characteristics, he was famous of bureaucracy busting, where he had to eliminate the existing unnecessary organization levels. He reduced the organizational hierarchy and removed wasteful practices that were of part of GE’s culture and norms. In particular, he closed some industrial units, hence dropping payrolls and unwanted procedures.

He only fired those who did not perform as stipulated, but those who performed well were retained. Welch was assertive as he clearly stated what he expected from the managers to avoid misunderstandings (Zaccaro, Rittman, & Marks, 2001).

Jack Welch achieved GE's vision by fundamentally rethinking and radically transforming the company, which continued with technological advancement that has created products that are used all over the globe (Bill, 2008).

Although Jack Welch adopted various leadership styles, however, he proved himself to be the master of transformational leadership as he could transform GE from a small company into the world's most competitive enterprise.

Moving to illustrate some of Jack Welch leadership situations. Jack stated that maintaining commitment to simplicity at the highest levels of GE was one of the reasons of success. He started by taking out management layers. Layers hide weaknesses. Layers mask mediocrity. He firmly believed that an overburdened, overstretched executive is the best executive because he or she doesn't have the time to meddle, to deal in trivia, to bother people.

Another attitude done by Jack is cutting the groups and sectors eliminated communications filters. He confirmed that today there is direct communication between the CEO and the leaders of the 14 businesses. There are very short cycle times for decisions and little interference by corporate staff. A major investment decision that used to take a year can now be made in a matter of days.

Last but not least, running a Corporate Executive Council (CEC) for two days every quarter to meet with the leaders of the 14 businesses and top staff people to share ideas and information candidly and openly, including programs that have failed. As a result, the CEC created a sense of trust, a sense of personal familiarity and mutual obligation at the top of the company.

In other words, Jack's leadership style depended on creating a vision, articulating the vision, passionately owning the vision and relentlessly driving it to completion

To conclude, someone's leadership style can take shape depending on the situations. From my perspective, to be a democratic leader suits me more than any other style because of many reasons. First, I like team involvement in decision making process. Second, I always seek and work on developing collaborative workplace. Furthermore, I rely on the skills and knowledge of team members to achieve specific goals, and finally, I make sure to achieve equal contribution and participation from teammates.

References

Bill, L. (2008). *Jacked up: The inside story of how Jack Welch talked GE into becoming the world's greatest company*. New York, NY: McGraw Hill.

Frey, M., Kern, R., Snow, J., & Curlette, W. (2009). Lifestyle and transformational leadership style. *Journal of Individual Psychology*, 65(3), 212-240.

Judge, T. A., Bono, J. E., Ilies, R., & Gerhardt, M. W. (2002). Personality and leadership: A qualitative and quantitative review. *Journal of Applied Psychology*, 87(4), 765-780.

Welch, J. (2003). *Straight from the gut*. New Jersey, NJ: Warner Book.

Zaccaro, S. J., Rittman, A. L., & Marks, M. A. (2001). Team leadership. *Journal of Leadership Quarterly*, 12(4), 451-483.

Kotelnikov, V. (n.d.). *25 Lessons from Jack Welch*. Retrieved from http://www.1000ventures.com/business_guide/mgmt_new-model_25lessons-welch.html

<https://hbr.org/2020/03/jack-welchs-approach-to-leadership>

<https://hbr.org/1989/09/speed-simplicity-self-confidence-an-interview-with-jack-welch>

<https://ivypanda.com/essays/jack-welch-former-ge-ceo/>

<https://www.wbur.org/onpoint/2020/03/05/life-legacy-jack-welch-general-electric>

<https://percentotech.com/bobbyjdavidson/successful-life-story-jack-welch/>