

Everyone's Smart University

Project (Spring 2021)

Student Name	Asma Abdullah Alsalman	اسم الطالب
Students I.D	2021202169	الرقم الجامعي

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PROJECT LEADERSHIP

Instructions:

- ☐ آخر 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:
 - 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

Contents

<u>1.INTRODUCTION.....</u>	<u>4</u>
2. LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK.	4
3. METHODOLOGY.	4
4. Results and Discussion.	5
4.1 The 'RASCI' Accountability Matrix.Table 1)	5
5. Summary and Conclusion.....	6
6. References.....	7

1.Introduction.

People use photography daily, photography is an important way to prove to people those moments that relate to events, weddings, holidays, etc., even in our daily life.

In this research a *Photographic Studio* project was chosen whose success and failure depend mainly on its management, whether the project manager's leadership style is a success factor in projects, and whether its impact is different on different types of projects. As it is a research problem that we will address by studying one of the appropriate methods and applying them to find out the effectiveness of this method through the results that we will reach.

2. Literature Review and Conceptual framework.

This literature review aims to draw from emergent empirical academic evidence where possible as well as from practitioner articles and case studies.

‘According to this framework, inputs are preconditions influencing the processes in the team (e.g. team climate, task structure, leadership style). Team processes are defined as the cognitive, verbal, and behavioural activities going on while the team is working together (i.e. team communication, team leadership, team coordination, and team decision-making).’ (Campion MA, Medsker GJ and Higgs AC1993).

‘Team building has been defined as: ‘a specific intervention to address issues relating to the development of the team. Typically, it consists of a one (or more) day programme focussed on the improvement of interpersonal relations, improved productivity or better alignment with organisational goals.’ (Kriek and Venter 2009).

‘Collectives who exist to perform organisationally relevant tasks, share one or more common goals, interact socially, exhibit task interdependencies, maintain and manage boundaries and are embedded in an organisational context that sets boundaries, constrains the team, and influences exchanges with other units in the broader entity.’ (Kozlowski and Bell 2003).

3. Methodology.

The ‘RASCI’ Accountability Matrix: An accountability matrix is a tool for effectively assigning and communicating levels of accountability for project tasks of functions.

4. Results and Discussion.

4.1 The 'RASCI' Accountability Matrix. Table 1)

Deliverable/Task	Project Manager	Project Sponsor/ Leadership	Photographer.	Assistant	Financial Officer
Decision making	R	S	I	I	C
Transportation and processing	I	A	C	R	I
Photo editing and modification	I	I	R	S	I
Equip the equipment	I	C	S	R	C
Take pictures	I	I	R	S	I
Financial accounts and profits	A	C	I	S	R
Performance evaluation	R	A	I	I	I

R	Responsible	The party who is to complete the task or action.
A	Accountable	This party is ultimately answerable for the task or action's completion
S	Support	Similar to "R" but a secondary resource who may be called in if needed
C	Consulted	A specialist or expert who may be called upon to provide vital input.
I	Informed	This party must be informed if the task/function is completed, behind schedule

Based on the inputs and outputs of the project, applying the accountability matrix by assigning the responsibility of each team member is a good and feasible tool that helps in completing the tasks and reaching the project goal faster, provided that each member masters the task and possesses the necessary skills for that, and the leader here also has a role it depends on its approach that it follows from selecting members of the work team in such a way that their skills are reflected and commensurate with the job role that they are assigned to, and it also depends on its distribution of tasks as each member of the team bears the responsibility for these tasks and their completion.

In the event that any disagreements arise, the accountability matrix helps in resolving them by returning to it and discussing it with this leader if the disagreement is related to work responsibilities.

If the disagreement between members is outside the framework of work, whether in methods of communication or relationships, then the *visionary leadership* style is the most method that encourages clear steps for communication and expression, which is represented by the team management to satisfy the customers, as the leader is responsible for understanding the work team around a common goal and focuses on setting a positive vision for the future, so he follows the visionary leadership style. that are requires a number of different ,enhance innovation to achieve extraordinary outcomes.

5. Summary and Conclusion

- The RASCI' Accountability Matrix helps the leader reach the project goal.
- The RASCI' Accountability Matrix can be referred solving work problems, not emotional problems.
- The RASCI' Accountability Matrix may change, especially in the beginning of the project because it requires from each member specific and soft skills with his tasks and this is a normal to Growing up.

- The accountability matrix requires that team members possess high skills, softness and high responsibility in mastering and delivering tasks.
- The leader should possess a leadership style commensurate with the project and team situation. For example, a project like this may fail in a photography studio if the leader has a democratic style, while it may succeed if it follows a visionary leadership style.

6. References.

1. Samuel Malachowsky (2018). Project Team Leadership and Communication. NY, USA.
2. Campion MA, Medsker GJ, Higgs AC. (1993) Relations between work group characteristics and effectiveness: implications for designing effective work groups, Person Psychol.