

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Thursday 18 / 03 / 2021.	(PMG511)

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:
 - 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. (خيارية).

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

كل التوفيق لكم جميعاً.....

Dr. Sara Adel

Introduction

Effective project management is without any doubt vital to the progress of the project. This means that a project cannot be conducted without formal or informal project management. You must have something that keeps stuff together. The major assumption is that a project needs some kind of order. There's something someone needs to do. Project management therefore tends to provide a framework, structure and order for future chaos. Without this framework, a project would probably collapse if it takes off. It would most definitely fail.

There is no direction for project management without project leadership. The decisive factor for enhancing projects' chances of success is leadership. Successful project management thus requires a strong project leadership foundation. Otherwise the idea is "yet another project" without leadership. Project management won't make the trick alone. Leadership is what is required. And leadership is not confined to a particular role. It may be practiced by one person or a collective of individuals. Typically projects require teams if not always. The cornerstone of each project is teamwork. It means that the management of a project is and must be the leadership of a team.

Literature review

Project management is a responsibility that requires those responsible to use appropriate organizational skills and traits to ensure that the project's successful performance benefits both the project teams and the corporate entities concerned ("Effective Project Leadership: Project Manager Skills and Competencies" 2018). The following are key aspect and types of leadership that ensure efficient, safe and consistent project management:

- 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).

As required in this assignment to choose one of these features, I chose motivation to talk about and discuss.

“Motivation is the art of getting people to do what you want them to do because they want to do it.” - Dwight D. Eisenhower

Motivation, a hypothetical term used to explain human behavior, is subjective. Intrinsic or extrinsic motivation is usually the basis of motivation. The motivation includes individuals performing an activity because they find it enjoyable and because the activity itself provides spontaneous satisfaction. Extrinsically motivated activities, in comparison, involve a connection between the behavior and certain distinct outcomes, like tangible or verbal rewards; thus, gratification does not come from the activity itself, but rather from its extrinsic implications.

However, you need to build an atmosphere in which your team can feel motivated and involved in their jobs before you have a good employee experience.

In this research, I will share the key factors that build a great motivation environment and enhance your employee's experience.

Eisenhower understood that it was important to identify the best motivators in the workplace for the growth and improvement of employee experiences.

1. INCREASING COMMUNICATION

Communication is the most powerful motivator for workers. Increased communication can reduce your team's mistakes and uncertainty and increase results. A company is just a group of people, without effective lines of communication. When these people start to communicate successfully, they become a team together to do great things.

2. RECOGNISING ACHIEVEMENT

Recognition is a brilliant motivator for workplace utilization to maximize employee experience. It can be simple, but it may also be one of the best motivators to praise the staff.

“Train people well enough so they can leave, treat them well enough so they don’t want to.” - Richard Branson

3. BOOSTING TEAM SPIRIT

You are more likely to have a harmonious team working together for a common goal if you have people who are satisfied in your position. This is the basis of a good experience for employees.

4. ENHANCE THE SUPPORTING ENVIRONMENT

Take time to see what motivates individual team members and groups as a whole, if you want to promote success in your team. Find out what each team member and the whole team need to do. Learn how you can help the team.

5. Develop an orientation to challenges and risks for solutions and results.

The teams perform emphasis rather than on challenges on solutions and results. A challenge or risk is not seen as a possible stopper but rather as an opportunity to develop and demonstrate skills and abilities at individual and group level.

Motivation Theories

Theories of motivation in this paper are not discussed in detail since the literature already contains that material. Hewage gave a review that specifically explained the roots of the theories of motivation related to construction workers. They are described below and discussed briefly.

(1) The theory of needs by Maslow points to needs being prioritized in a hierarchy by leaders. Before individuals are concerned with higher order needs, the lowest order needs must be met.

(2) The Motivation Hypothesis of Herzberg shows that the task is attributed to individual satisfaction while the working environment is attributed to frustration.

(3) The theory of equity in Adams states why individuals are motivated by their belief that they are treated equally. This belief is based on a comparison of peers and friends.

- (4) Vroom's theory of expectation states that behavior stems from the deliberate choosing of alternatives aimed at maximizing satisfaction and reducing pain.
- (5) The theory of reinforcement talks about reinforced efficiency. Reinforcement is a motivating factor.
- (6) Maslow's hierarchy is categorized into existing needs, needs for connection and needs for development by the Alderfers ERG theory. It also indicates that the hierarchy of needs is different for each individual and that many needs should be met at the same time.

Methodology

I followed the analytical descriptive approach in this research. Data were collected from websites and interviews with team leaders of construction project who are known as successful leaders and obtain successful leadership characteristics and asked them about the skills they gained during facing the difficulties of projects.

Discussion and results

Motivating employees is a key leadership task, because motivation turns the expertise, talents and abilities of employees into commitment and success by drawing attention away from the direction, intensity and length of working conduct. The leadership consequences of four main motivational insights are summarized in this research. It explains why motivation needs a "two-sided understanding" of motivation and covers influences that can decrease motivation, in addition to the factors that increase motivation. A Leadership Seminar case shows how the two-sided view of motivation will allow leaders to convert their aim into genuine support. The research ends by discussing how leaders and their workers can create a motivating working environment and how they can enjoy inspiration shifts.

References

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