

Everyone's Smart University

Project (Spring 2021)

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Course Code
(PMG511)

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Section
Master

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:
 - 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

Transformational Leadership and Team Management

1. Introduction:

1.1: Leadership:

Leadership is the art of motivating a group of people to act toward achieving a common goal. This can mean directing workers and colleagues with a strategy to meet the organization's needs.

Leadership captures the essentials of being able and prepared to inspire others. Effective leadership is based upon ideas original and borrowed that are effectively communicated to others in a way that engages them enough to act as the leader want. A leader inspires others to act while simultaneously directing the way that they act. They must be personable for others to follow their orders, and they must have the critical thinking skills to know the best way to use the resources.

Leadership means different things to different people around the world, and different things in different situations.

The word "leadership" can be a variety of images. For example:

- A political leader, pursuing a passionate, personal cause.
- An explorer, cutting a path through the jungle for the rest of his group to follow.
- An executive, developing his organization's strategy to beat the competition.

1.2: Other Definitions of Leadership:

“Leadership means different things to each of us. To many, it means authority — the empowerment of telling others what to do.”

“Leadership is not about titles, positions, or flowcharts. It is about one life influencing another.”

“Leadership is the art of getting someone else to do something you want done because he wants to do it.” – **(Dwight D. Eisenhower)**

“Leadership is the accomplishment of a goal through the direction of human assistants. The man who successfully marshals his human collaborators to achieve particular ends is a leader. A great leader is one who can do so day after day, and year after year, in a wide variety of circumstances.” **(Harvard Business Review)**

1.3: Transformational Leadership:

Transformational leadership is a leadership style in which leaders encourage, inspire, and motivate employees to innovate and create change that will help grow and shape the future success of the organization.

Transformational leaders inspire and motivate their workforce without micromanaging; they trust trained employees to take authority over decisions in their assigned jobs. It's a management style that's designed to give employees more room to be creative, look to the future and find new solutions to old problems.

2. Literate Review:

Northouse (2001) states that in 39 studies of transformational literature, individuals who exhibited transformational leadership were more effective leaders with better work outcomes. This was true for both high- and low-level leaders in the public and private sectors. Therefore, it can be very advantageous for managers to apply the transformational approach in the workplace.

To use this Transformational Leadership approach in the workforce, one must first understand exactly what transformational leadership is. In the simplest terms, transformational leadership is a process that changes and transforms individuals.

In other words, transformational leadership is the ability to get people to want to change, to improve, and to be led. It involves assessing associates' motives, satisfying their needs, and valuing them (**Peter Northouse 2001**).

Northouse identifies the strengths and weaknesses of the transformational leadership approach as follows:

- Strengths are widely researched (using well-known leadership strategies), and effectively influence associates on all levels (from one-on-one to the whole organization); strong leaders identify and emphasize associates' needs and values.
- Weak leadership has too many components that focus superficially rather than identifying appropriate engagement and treat leadership more as a personality trait than as a learned behavior; they have the potential for abusing power.

3. Methodology:

We used a qualitative methodology for our research. Collecting data using web search within well-known websites, past researches, articles, and universities websites.

4. Results and Discussion:

Transformational leadership is a vital role for effective managers because leader effectiveness determines the ultimate success of the organization.

Considering the four factors of transformational leadership, "four I's". Will give us a clear idea of how Transformational leadership affects team management positively and make it easier to achieve leader's, and organization's goals.

- **Idealized influence:** This factor will help the leader to be trusted and respected by his team to make good decisions for the organization.
- **Inspirational motivation:** Here; the leader motivates his team to commit to the vision of the organization. Inspirational motivation encourages team spirit to reach organization goals of increased revenue or market growth.
- **Intellectual stimulation:** The leader encourages innovation and creativity through challenging, promote critical thinking, and problem-solving to make the organization better.
- **Individual consideration:** The leader coach and advice the team to encourage them to reach goals that help both the team and the organization.

When a leader manages to be a transformational leader applying all the four factors with their values, he will manage his team with almost no additional effort. And will result in performances that exceed organizational expectations.

But still, with all of the advantages of the transformational leadership style it's still can be risky and disruptive and might lead to employees burnout , and to avoid that leaders requires a continuous feedback loop, and to be aware of thier team morale all times.

5. References:

- Hesselbein, F., and P.M. Cohen. (1999). Leader to Leader. San Francisco, CA: Jossey-Bass Publishers.
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- Walton, S., and J.H. 1996. Sam Walton: Made in America: My Story. Canada: Bantam Books.
- <https://hbr.org/> Harvard Business Review.
- Emerald Insight: Journal of Organizational Change Management, Transformational leadership and team performance
- Project Team Leadership and Communication by Samuel Malachowsky, 2018.