

Everyone's Smart University

Project (Spring 2021)

Student Name	Ibrahim Faisal Alsaadi	اسم الطالب
Students I.D	2021200381	الرقم الجامعي

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PROJECT LEADERSHIP

Instructions:

- ☐ اخر موعد للتسليم هو يوم السبت 2021-05-08 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**

Introduction

A building and construction project is a critical activity in every organization that requires complete concentration and dedication. The decisions made by the project team leader determine the outcome of the business and the future of the particular project. Project management is essential since the project's overall success is determined by the type of leadership, the control, and the authority of leaders. In case the project does not attain the designed goals and objectives, the project leaders could be blamed for it (Szymański, 2017, p. 176). The critical roles of project leaders planning, decision making, and managing business. This paper seeks to discuss the impacts of leadership skills in promoting project success, mainly team management, as a critical skill in promoting collaboration and cooperation. It further showcases the team management skill required in running projects, and explores how the tool promotes project success.

Literature Review and Conceptual Framework:

Soni (2020) in her article that discusses the role of team management in a project and how the skill assists in strategic planning and decision making. According to the article, teamwork is associated with the success of a project's set goals and objectives. The author defines team management as organizing the group and coordinating the project members to achieve the desired goals through a developed work structure. According to Soni (2020), team management is considered the foundation and success of any project, where the process should consist of realistic and attainable expectations and goals. Team management as a leadership skill consists of executive members, co-coordinator, and team leaders. According to Soni (2020), effective management of an organization should consist of several leadership qualities. There should also be the use of leadership team building activities that promote effective communication and interpersonal skills that assist in developing a successful project in the long run. For instance, the use of team building games that assist in improving social skills.

Galli, Kaviani, and Margulis (2017) discuss the impact of change management in six Sigma teams and how change management is essential in the project team.

According to the author, change management is very impactful, especially in the kind of leadership every team can choose, promoting team success. However, the six sigma teams apply change management through a process that involves, Define, Measure, Analyze, Improve, and Control (DMAIC). According Galli, Kaviani, and Margulis (2017), a team's success relies on the shared leadership between the groups, which promotes the quality of teams, effectiveness, and increased performance in the overall project.

According Ferreira (2017) discusses the motivation factors in sales team management and their influences on individual performance. The author analyzes how team management plays an essential role in motivating individual performance in sales, considering that motivation is critical for sales. According to the article various organization depends on sales team and teamwork, which promotes competitive advantage, where a competent sales force is the beginning of a successful project. Ferreira (2017) further explores how team motivation, as a team management skill, promotes competitive advantage and success, especially in bringing out the human factor in a project. The author uses several theories of motivation, which project leaders use, for instance, the ERG theory, goal-setting theory, Vroom expectancy theory, motivation-hygiene theory, learned needs theory, and self-determination theory. The application of motivation theory towards team members assists in changing the team's attitude, performance, and behavior, which influences the overall performance and success of the project.

Methodology

The study was based on the descriptive research method. It involved the use of case studies, review of archival research articles. The study evaluated the characteristics of good team management and invalidated the existing conditions of team management and team management as a leadership skill in the project. The data was collected through a case study method, which involved a study on the effectiveness of intrinsic and extrinsic motivational factors used among the sales team. The research answers two fundamental questions: Does motivation influence team members' behavioral performance? What is the level of motivation of the sales team? Also, the research used survey research, which involved answering survey questionnaires, that

gathers essential data through the use of the right survey questions considering the need for teamwork in construction and how teamwork has assisted the completion and success of a project.

Results and Discussion

A project cannot be completed by one person or run by one person; therefore, the team makes sure the goals and objectives are completed. A team of individuals consists of people with different behavior and characteristics that are different from one person to another and assist in improving the project's performance. Team building requires proper team management strategies and skills that control and monitor the project team to make the right thing, primarily transformational leadership skills. The project team leader should work on promoting flexibility and practical communication skills. For instance, flexibility involves promoting the use of technology and providing room for opinions and changes; a flexible leader encourages the team to come up with solutions to a particular project and respects every opinion and decision provided by the members. The essence of teamwork is to work together and share ideas, which assist in making changes and coming up with effective policies and procedures that will lead to high project performance and success. Influential leaders, on the other side, ensure that practical communication skills are applied, which ensures the adequate flow of information among the team members. However, the project leader developed channels of communication, such as the use of email, which assist in passing information, feedback, and grievances from project team members.

Team management is one of the essential leadership skills. The study's team management focuses on adaptability, respect, organization, confidence, fairness, and functional skills, which are very important based on the project's vision (Szymański, 2017, p. 178). Motivation is another team management leadership skill that encourages the team members to work harder and not give up to see the project complete and successful. Team management builds trustworthiness between the members and between the leader and the project team members. Trust is essential and crucial because trust displays honesty and integrity. Trust also encourages team members to take risks and think critically about the team. Without doubt or lack of confidence.

Leaders are, however, committed to the project, where the commitment promote teamwork and reduces the number of complaints that may emerge from the stakeholders.

References

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- Szymański, P., 2017. Risk management in construction projects. *Procedia Engineering*, 208, pp.174-182.