

Everyone's Smart University

Project (Spring 2021)

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

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

The Impact of Leadership Skills on Project Success

Introduction

A project for an organization has so many elements to deal with, and all the responsibility is on the shoulder of the leader, who is leading the project. A leader is the one, who can lead the project towards ultimate success by achieving set goals and objectives. Things can get difficult in so many ways for a project manager/leader; however, they can deal with all the hardships by using their skills and knowledge to get things done. The project leaders cannot achieve success on their own; rather they need a team of members, who are on the same page to complete the project. If team members are not on the same page, or if the leader is not able to inspire and motivate them, they won't be performing as per expectations. It is the responsibility of the leader to lead by example and stay in front to show its followers the level of commitment and dedication so that they can get inspiration and motivation to do the same. It is a fact that projects get failed for various organizations for a variety of reasons; however, poor leadership can always be a primary reason for the projects to get failed. Leaders have to provide a vision, as well as, a roadmap so that followers know what to follow, and how to follow. If vision is unclear, and the given path is filled with a lot of ambiguities, then the success of the project would be at stake (Novo, Landis , & Haley, 2017). In this paper, the focus would be to see Motivation as an important leadership skill, and how it can help an organization achieve a project's success without facing any significant issues.

Research Aims & Objectives:

In this particular research, the focus is on the role of leadership with regards to motivation like how they can make an impact on their subordinates and how their skills can be critical for the project's success. Any project cannot achieve success without a skilled and visionary leadership, and when a project is ongoing; leadership uses a range of skills to ensure that project remains on its right track without any vulnerabilities and risks. This paper will review the literature to see how motivation as a key skill of leadership can motivate subordinates/workers to give their best. So, it will be analyzed if workers are motivated by using certain kinds of motivators, then how an organization achieves its goals and objectives to meet ultimate success.

Methodology

In this research, qualitative research methodology is taken because there is no empirical research to be conducted for the topic. So, there will be no survey or other kind of data collection method to be used, rather a detailed review of literature will be conducted to collect relevant data and conceptual framework. This detailed review of the literature would help to understand from previous real-world research, how motivation and other skills of leadership are so crucial, and why they are needed for the success of the project. The results and discussion would be based on the reviewed data in the literature review through content analysis, and considerable findings will be made.

Literature Review and Conceptual Framework

It is vital to understand that role of leadership is extremely crucial for a project in a variety of ways. Leaders not only give direction and vision, but they also help their project's teams to stay on course for the rest of the time until the project meets its success. One such study was conducted to see how leadership style is critical in making an impact on the project's success. This study was related to a telecommunication company, which means that any project in such kind of industry is hard to execute because the customer services industry is tough, throwing so many challenges all the time. First of all, a detailed review of the literature was done to see different styles of leadership, and their relevant impact. In this review, it was clearly mentioned that leader and managers are a different thing because their style of thinking is totally different from each other. Moreover, data was also collected from few participants through a questionnaire. After collecting data, when the analysis was done, it revealed that if leadership wants to achieve success in their project, then they will have to use a variety of methods to deal with their subordinates. They need to use their personal, communication, as well as, political skills to keep their project team active so that they all work in collaboration to achieve the collective goals of the project. Moreover, leaders need to be more creative and innovative during the period of the project so that they can find solutions for every problem faced by the project teams (Lategan & Fore, 2015).

There is no doubt that leadership impact is evident on every project, and it can be a reason for its success or failure. To find more, how project management is impacted by the role played by leadership; research was conducted in 2012. It is vital to mention here that different projects can have different kinds of elements to cover so the leader should be prepared to face every kind of scenario in this regard. In this research, an empirical study was conducted by collecting data from 70 participants, who were part of four companies.

It is critical to mention that all of these companies were collectively working on a project. To ensure that the results of the collected data are consistent and reliable, Cronbach's alpha test was conducted. After analyzing data, when results were compiled, it was found that there is a positive relationship between project success and the impact of leadership. If leadership is doing a great job, then it will have a positive impact on the project, and it would ultimately lead to the success of the project with the best possible results in any given circumstances (Chaudhry, Kalyar, & Rehman, 2012).

As far as conceptual framework is concerned, the focus is given to the skill of motivation shown by the leadership. There are various theories of motivation, which can be used in this research; however, "Maslow's hierarchy of needs" is the motivation theory, which will be part of this review. This theory was presented by Abraham Maslow way back in 1943. According to his theory, there are various types of motivators, which can play a vital part in motivating and satisfaction of the workers, who are part of the project. Abraham Maslow explained that there are 5 needs or motivators, which should be kept in mind for a project so that leadership can achieve success. The workers and team members of a project always have certain needs, and if those needs are not served, they won't be motivated enough to play their active and positive part in the project, which means that there is more likely to see project failure rather reaching the project success (Hoffmann, 2007). So, leaders need to satisfy those needs to motivate workers and the first need in this regard is their psychological needs, which is relevant to basic kind of necessities. They also have social needs, safety needs, self-actualization needs, and esteem needs. If all of these needs would be served by the leadership in the most efficient manner, then they can achieve great success in any kind of project because such workers will be enough motivated and committed.

If project members would get enough salary and perks, and then they will be provided with all tools and equipment to perform their duties; then they will show great results no matter how hard the project is. Every team member should be taken into confidence and there should be good communication to keep their self-esteem at a good level (Bridgman, Cummings, & Ballard, 2017)

In the process of project management, when things are not going well at any stage; it could happen because of a lack of leadership skills and urgency to understand the situation and act accordingly. When project members lose their level of motivation due to various reasons, they do not perform to their full capacity and potential, which is not a good thing for an organization and its ongoing project. A wise leader with great skills will always realize the intensity of such a situation to ensure that things remain on the right track. A good leader will find the reasons to see why his/her team is de-motivated at a certain stage of a project. If he finds that they are lacking motivation because they feel that reward is not good enough, and they are also not equipped with the required tools and resources to do their job as efficiently as possible. Keeping these elements in mind, when a leader would use “Maslow’s Hierarchy of Needs” theory as a framework, then he would be able to understand where team members are lacking their motivation. This theory will help to identify gaps and loopholes in the project process so that leadership can get aware of those factors, and then come back with a dedicated strategy to keep employees motivated and satisfied enough to be a positive part of the project success (Badubi, 2017).

Results and Discussion

After reviewing a range of literature along with the context of motivational skills and theories in context, it can be concluded that skills of leadership are an indispensable thing for a project to meet its ultimate success. If project team members are lacking the essence of motivation and the leader is not able to keep them motivated enough, and the speed of a project would always get slow and it may come to the point, where the project does face the risk of failure. When Maslow's Hierarchy of Needs theory was analyzed in this regard, it proved that such kind of theory is an ideal thing for a leader to motivate his team, if they are down with energy and motivation. There are five motivators or factors, which are used in this theory to find out why project team members are feeling de-motivated. Once de-motivation factors would be identified for the project team, then it is the responsibility of the leader to take appropriate actions so that he can keep his team motivated and satisfied enough to perform collectively as per expectations. This is the only way to make a positive impact, and help the project to meet its real objectives and prove successful in the end.

References

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