

Everyone's Smart University

Project (Spring 2021)

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Section	Date	Course Code
Master	Sunday 02 / 05 / 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. (اختياري).

{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 IN YOUR ORGANIZATION

Chapter One: Introduction

1.1 Background

In the modern era; the notion of leadership is gaining widespread traction among academic circles which is accorded within motivation perspective citing the fact that there are significant amount of fluctuation in the business environment that calls for swift action respectively (Rahbi et al., 2017). However; it can be stated regarding motivation that it is accorded with less discussion due to its complex tendency and its subjective nature due to which is deemed difficult to subject it into a singular interpretation (Al Khajeh, 2018). Therefore; the main aim and intent of this research is to delve into leadership styles that is deemed a prerequisite for a project's success and which skill is considered to complement the leadership the most.

1.2 Problem statement

With regards to the indicated heading; it is mentioned that the main problem identified within this research is concerning the type of skill selected i.e. motivation. Following on the preceding statement; it can be stated that since it is considered to be a subjective matter; it raises its possibility of being interpreted in an array of ways which comprises as one of the major issues posit for this research. Furthermore; within the business context; there has been various perspectives that are used within motivation for the purposes of determining better success rate of projects and its use in leadership. In line with the prior stated point; therefore, it can be inferred that the main problem that comprises in this research that the skill selected i.e. motivation will be considered from only one aspect i.e. its usage by leadership to accord success of their project, discarding extensive research.

1.3 Aim and Objectives

Based on the background of this research; it can be stated that the main aim of this study to delve into the soft skill; in this case motivation, that is required for a project's success and to investigate its role within the leadership style as well.

Following are the research objectives proposed for the purpose of this report and are as follows:

- To investigate the role of motivation in a leadership style
- To assess the impact of motivation on a business' workforce
- To provide recommendations to leadership to use motivation to their advantage

Chapter Two: Literature review

2.1 McClelland's Need theory

According to Rybnicek et al. (2019); the indicated theory is denotive of the fact that there are three type of motivational drivers prevalent within the workforce such as achievement; affiliation, and power respectively. With regards to motivation drivers; Verma (2017) states that these drivers are not considered to be inherent features of the workforce but is cultivated through their work environment fostered by the leadership. Furthermore; it is stated by Andersen (2018) that the indicated theory accords a due role by helping the management in terms of classifying their workforce based on their calibre that levies a direct impact on their need for achievement, power, and affiliation within the organisation.

2.2 Leadership styles

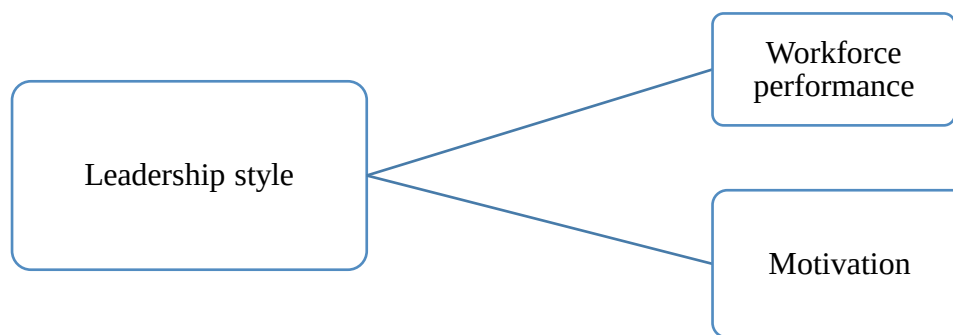
Reiterating the views of Palalić et al. (2019) regarding leadership styles; it is considered to be a blend of various characteristics and behaviours that are exhibited by leaders during their interaction with their workforce. It is further stated that leadership style is also regarded as a kind of relationship that is fostered by the leader with its management for the purpose of realizing a specific goal or project. In line with the views

of El-Zayaty (2018); success rate of the business' laid project is considered to be diametrically proportional with the type of leadership that is enforced however the author remarks that the leadership style is considered to be the most conducive concerning its importance towards imparting motivation to its workforce.

2.3 Conceptual Framework

Independent variable

Dependent Variable



Chapter Three: Methodology

3.1 Data sources

According to Bishop and Kuula-Luumi (2017); there are two types of sources for obtaining data such as primary sources and secondary sources. Furthermore; regarding the nature and scope of this study; primary sources for collecting data is regarded to be more relevant and preferred to secondary sources. Hesse et al. (2019) describes that since secondary sources only concerns itself with journals, articles it is not considered to be compatible with this study since it has already been elucidated in the problem statement that the notion of motivation is subjective; making the secondary sources redundant in their efforts to provide a different outlook on this matter. Therefore; it is deemed essential to employ the use of primary sources which is mentioned subsequently.

3.2 Data collection tools

In terms of the scope and nature of this research; it is deemed pertinent to employ the use of conducting online interviews with a select group of participants. The reason for adopting interviews as a data collection tool is citing the aim of this research which is to identify the role of motivation in terms of impacting the leadership style and by extension its laid project. Moreover; as stated by Queirós et al. (2017); the main benefit of conducting interviews is for the purpose of collecting raw information which can be subjected into analysis more effectively.

Chapter Four: Results and Discussion

Citing the nature of data collection methods and sources; according to Renz et al. (2018); it is considered crucial to employ the use of content analysis followed by its subjection to a discussion as well; the analysis is are as follows:

Role of motivation in a leadership style

In terms of the role motivation occupies in a leadership style is considered to be of great importance since motivation is considered to be one of the driving force within leadership since it is regarded as a behavioural trait that tilts the leadership towards their laid objectives (Afsar and Umrani, 2019).

Recommendations to leadership to use motivation to their advantage

According to Podsakoff and Podsakoff (2019); the foremost suggestion is that the leadership should involve their workforce in decision making process of their business which serves the purpose creating an emotional connect between the workforce and the business. Moreover; it is stated by Chiniara and Bentein (2018) that in order to use motivation to their advantage; the leadership should be accommodating the concept of innovation within their business operations such that it increases the possibility of their workforce to partake in their business activities more proactively and thus helps the leadership realize their goals in the long run.

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