

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 20-05-2021 في تمام الساعة 9 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:

In this research I would like to mention conflict resolution and how the leader can manage it. In my organization “SABB Bank” which is in banking industry. I am working in Global Liquidity and Cash Management (GLCM) department, our team member’s leader is Head of GLCM. He always uses affiliative leadership style to solve the conflicts between employees. The affiliative style focuses on conflict resolution and creating personal connections between employees and their managers to build a sense of community and trust. I choose affiliative leadership style for him because he solved the conflict between two members during merge between two banks (ALAWWAL – SABB) they are arguing about taking the same position in one organization after the merge. The Head of GLCM used conflict resolution method using the Thomas-Kilmann conflict mode instrument, which will be explained in the research.

Literature Review and Conceptual framework:

Author Michael Fullan in Motion Leadership, The Skinny on Becoming Change Savvy book shows that Leaders who know the ‘skinny’ move people to achieve amazing results in a culture of shared ownership. The appeal of Leadership in our global quest to improve learning is that it cuts to the core of what 21st-century leadership is all about. The skinny on how leaders can take aim at inertia and set large-scale change in motion. Motion Leadership follows rules of powerful simplicity and transparency. leaders can achieve everything even the most ambitious change goals. Also, creating positive motion in your organization by becoming savvy about change! Working with effective change leaders, provides the skinny on motion leadership, or how to "move" individuals, institutions, and whole systems forward. Cycling from practice to theory and back again such as Understand problems and work with change, Mobilize peers to collaborate, Specialize in capacity building, Promote learning as the work of individuals and

organizations, Make progress and performance results transparent, Earn trust by demonstrating integrity and competence and Enable others to become motion leaders. Author John Bratton in Organizational Leadership book shows that Organizational Leadership provides an accessible, critical and engaging analysis of what constitutes 'leadership' today. Demonstrating leadership as an interconnected process between leaders, followers and context, ensures a rounded understanding of theory and practice to support students throughout their course and future career such as Contextualising Leadership examines the internal and external forces influencing leadership, addressing issues such as ethics, power, culture and innovation. Leadership Theories reviews and analyses traditional and contemporary theories of leadership. Managing People and Leadership builds on the idea of leadership as a human process and considers how complementary aspects of HRM can inform leadership practice and its outcomes on employees and organizational performance. Contemporary Leadership considers topical issues including the shift of leadership studies towards followership, gender and leadership and pro-environmental leadership. Also, bringing complex theories and concepts to life through a range of case studies and examples, the to be supported by a series of fascinating expert video conversations with those in leadership roles. From small social businesses to major multi-nationals, from the NHS to the frontline military teams, the videos offer a unique insight into the diverse reality of leadership in practice today.

Methodology:

The Head of GLCM uses affiliative leadership style to ensure having effective team by multiple ways such as active communication, caring on a personal level and budling high trust in a positive environment. He used conflict resolution method using the Thomas-Kilmann conflict mode instrument in order to have satisfaction for both parties. The first party want specific position "Manager of Cash Management" as he used to be in ALAWWAL Bank. The second party already have the position "Manager of Cash Management" in SABB Bank. The Head of GLCM applied KPIs for both parties. The plan

for measuring the performance and KPIs took two months and there was general agreement from both parties. After the ending of two months, the leader choose one of them based on the performance results and achievements.

Results and Discussion:

The Head of GLCM used conflict resolution method using the Thomas-Kilmann conflict mode instrument in the mentioned above conflict. The conflict in this research could happen at any organization. Merging is the new trend in 2021 especially in banking industry. The two banks' employees faced the same conflict which is duplication of the positions. The feeling of stable employee turned to panicking of change. When the head have two employees in the same position, it is hard to select one of them. The Head of GLCM used creative tools to compare between two parties which is measuring the performance and KPIs. If we have proven and fair scientific results, no one can disagree about it. At the end, the Head of GLCM selected one party "The employee: X ALAWWAL Bank" based on the mentioned KPIs results. From a good perspective, we can analyze the situation that resolved in a good way with supporting tools such as KPIs and performance tracking. This situation took from the leader a huge effort and time which leads to perfect result and satisfied-loyal employee

References:

- 1- Motion Leadership, The Skinny on Becoming Change Savvy book by Michael Fullan
- 2- Organizational Leadership book by John Bratton