

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

Enji A. Al-Ghazzawi as a Democratic Influencing Leader

Introduction:

Leadership is a great thing, and a lucky talent is someone who has its qualities, so what it means to be a leader is to be that person who has great qualities and has an impact on those who follow him and are affected by him. It is not a condition that the leader is always a good character, there are many examples of leaders who made a bad mark in history, but from our perspective of the knowledge of leadership, their followers were influenced by them and made them a role model. And as MAX DEPREE said – (1)

"Leaders don't inflict pain; they bear pain"

Leadership is science that is focusing on a practical skill encompassing the ability of an individual person to "lead", influence or guide other individuals, teams, or entire organizations. However, many studies have been made about this term and found that the influencing on those leaders are huge on their followers. the influencing leaders will work to inspire, motivate, and empower their team, the successful leaders must place the needs of their employees ahead of themselves by this way the team members will believe in them and support them to reach the goal of the organization. However, Riyadh bank is one of the institutions that believes in this team and he build his leader since they join the bank to be a great leader, and as I am of this great company employees and on our great leader in Riyadbanks is Enji A. Al-Ghazzawi, Executive Vice President of Operations. – (2)

She is believing that to be a good leadership and wants the history reminder you as a one of the great and influencing character you must believe in yourself as a part of this world and by collaborate of people, we can all win and make the world around us better. However, the style that is making this true is democratic style, which is the style Mrs. Enji believes in and it is here way to lead here team. She is one those leaders that are preferring to involve here team in making decision although the final decision will be here but consulting them is one of the best ways to make them believe that they are responsible just like here and that will encourage them to do and think better, because they will feel that they are part of the team and Riyadbanks cannot win without his team member. However, she believes that here success is not her only motivation, though. She

believes influencing other is the key work to reach your goals. However, throughout her career, she made a point of supporting and mentoring fellow Riyadh Bank employees on their own career journeys. By pushing them to gain the right skills and to grow in the organization so they will be expert, by that way she builds in them the sense of leadership to achieve their dreams too.

Moreover, through your reading of this research, you will see how leadership has a significant impact on the success of organizations, as well as democratic leaders, how can they create this impact in their march and the path of their followers and influence them.

Literature Review:

1. The Influence of Leadership Style on Organizational Performance at TumaKavi Development Association, Tamale, Northern Region of Ghana

"Leadership is one of the key driving forces for improving a firm's performance. It is assumed that the kind of leadership style employed in an organization has an impact on its overall performance". Leadership is related to many fields around the world, it is affecting everything around us, religion, politics, and election campaigns, and thus leadership can be considered as a form of art that makes people do the things that the leader wants because they really want to do it, he influences them. Leaders sometimes take difficult decisions, but these difficulties can be overcome by creating a clear vision for achieving goals

2. A Study on the Democratic Style of Leadership Dr. L. Jibon Kumar Sharma¹ Dr. S. Keshorjit Singh² ¹Director, ²Faculty member Manipur Institute of Management Studies, Manipur University (A Central University) Imaphal, Manipur, India

Leadership is a universal phenomenon and as old as history of human (Bass, 1990). Democratic leadership plays key role in democratic movements (Adorno, 1965; Gastil, 1994; Kunter, 1965). This study demonstrates the impact of leaders with a democratic

style on organizations and how they, with their style, contribute to the success of the organization and strive for the success of their team. As they believe that their success is their own work and their belief that they are a role model. This will certainly reflect positively on the team spirit as a group and as individuals. Therefore, the impact of several points of the advantages of the democratic method was studied, such as involving employees in making decisions, putting forward ideas and interventions, placing experts from the team in leadership positions, and participating in tasks and sharing skills. This study concluded that most leaders prefer to test the democratic method and believe in the skill of influencing employees. To reach the desired goal, which is success for them and their team.

3. IMPACT OF DEMOCRATIC LEADERSHIP STYLE ON JOB PERFORMANCE OF SUBORDINATES IN ACADEMIC LIBRARIES IN PORT HARCOURT, RIVERS STATE, NIGERIA

"The study focused on the influence of democratic leadership style on job performance of subordinates". According to this study, we can define leadership as the ability of a person to influence others, positively or negatively. Whereas, through this influence, the leaders can reach their goals and achieve their vision through that effect, as their team will fully believe in them and their vision, and this will generate their passion for reaching the desired goal, and since the leader is democratic in nature, he exploits his love to involve his team in his vision, decisions, and on him. This will generate a spirit of faith in him

Methodology

Throughout this research, I have followed different ways to reach to my results. One of the ways was a survey shared with my colleagues in Riyadhbank. In this survey, I have asked the team about Mrs. Enji, and they see here as a leader. And in which style they believe she is following. However, the result of this was 90% of them believe that she is a democratic leader. Also one of beautiful things that I did, I have set with Mrs. Enji here

self after the survey and asked here about the leadership, the surprise was that she is one of leader who supporting the democratic style.

Moreover, to support this research I have read many studies and try to link those studies to the leaders in my organization.

Results and Discussion

Studies and research on leadership are countless, the science of leadership is a broad science and researching it is one of the most interesting things that a researcher can do. Through this research, we can see how much the leader has had a great impact on those around him and also on the project or institution that he is a part of. Since every leader has a vision, ambition and goal that he would like to reach, he also believes that his success can only be achieved if his team succeeds with him, and therefore he works to create a spirit of influence and influence on them by using the sources of power that he has, such as involving the team in decisions. Those with experience in positions to create a leadership spirit in them, praise them and many other powers that he uses to make his team believe in him and support him to achieve their common goal.

One of the most important things that made me choose Professor Enji A. Al-Ghazzawi as an example of a leader to emulate and consider her an excellent model for a democratic leader is that I believe in the power of the influence of women in society and how history has written for us wonderful examples of women who competed with the strongest men in making themselves wonderful examples in crises. I personally dealt with it and saw how everyone shares their opinions when raising any topic and how you would like to support employees either by praising or placing experienced people in positions to benefit from them. She is considered one of the most influential and inspiring models, as "Forbes Magazine" Middle East ranked her among the most influential women in the Middle East for the years 2017 and 2018, respectively.

References

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- https://www.researchgate.net/publication/331082855_A_Study_on_the_Democratic_Style_of_Leadership
- http://granthaalayah.com/Articles/Vol6Iss10/28_IJRG18_A10_1789.pdf