

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 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

Leadership

1. Introduction:

Leadership plays a major role in all companies who have projects in order to develop their workflow or get a new sales channel to gain more money. Leadership is a tool or criteria for a person who guide a group to work on a project either small, medium, and mega projects, and there are multiple types of leadership and each person can fit to him/her any of these styles based on his/her personality as well as the kind of team who will work with.

Leadership is necessary in any project or group of work in order to consolidate the word among the team members. Also, working on project need a person that aware about what each member is doing in project to follow up with them. During the work group or a project, some of the team member get bords or his/her performance get drop as well as get job failed due to there is no a leader who check after him/her. Moreover, motivate the team helps the leader and the team to finish the project with less mistakes or fails. Among the teams usually there are many conflicts happens during the projects such as the perspectives, so the leader can solve and finish this conflict.

Since I have this experience during my work in the company, we had a project that I had been assigned by the president to be in the team management. So, the idea of this project was made during the pandemic of Covid-19 and the management with president thought about delivering our products which are poultries such as whole chicken and cutups chicken. The president and top management selected four people in the project. As a team management, we assigned in the team into four groups, one of us was project support and I was project manager. The other two persons were assigned to receive the orders from the system and contacting the consumer through WhatsApp. Also, as a project manager I met with stakeholders who have relating in the project. So, project support and I created the workflow of the project since the project will be a main channel of sales for the company. We had some issues with salesmen during the delivery that they did not accept to work because they will not get any benefits from this project so we a agreed with the management to have incentives for salesmen as motivation. Also, another issue was the salesman not used to contact the consumer because they used to

deliver the products to BTOB and this project is focusing on BTOC so as a team management had a session for salesmen on how to communicate with customers. Finally, leadership is important to deliver the voice of people to the management.

2. Literature Review and Conceptual framework:

When the employees assigned to work in the project or group of work the best skills of leadership is the team management because the voice of team members are heard, and the top management can be aware through the team management. Also, since the team members in the project are valued, definitely will seek to finish or deliver the task with a perfect productivity.

3. Methodology:

In the methodology, I aim to clarify what is the leadership for organizations and how important the leadership in the companies in terms of developing the workflow. Also, I shared my experience in the company and what was the leadership skills there. Moreover, there are some issues in the project and as team management tried to solve and the team members satisfied in order to let them productivity.

4. Result and Discussion:

Ultimately, the result of this research that the team management consider as important skill for employees who work in a project or group of work because it affects the workers positively in terms of the motivations and productivity. Also, this skill care in terms of emotion of the employee and the voice of them. Moreover in my project, we were assigned as team management of the project and this helps us to avoid some problems in the project. For instance, the salesmen did not accept the work unless if we pay them an incentive per order which is 7 SR. Also, for people who were handle the operation side of the project, we paid to the 3000 SR because they work with us as a part time. So, as

a team management we delivered their voices to the top management and we got approvals for these issues to be solved in order not to have a delay in the project.

5. References:

<https://strengthscape.com/importance-of-leadership-in-organizational-development/>

<https://sites.psu.edu/leadership/2012/10/02/team-management-style/>