

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 AND COMMUNICATION IN PROJECT

INTRODUCTION:

Leadership is the ability to influence others by setting an inspiring example. The example motivates people to follow objectives that help the organization. Typically, leadership involves creating a vision of the organizational future, devising a strategy for achieving that vision, and communicating that vision to all members of the organization [1]. Successful project management depends on the leadership competence of the project manager [2].

Communication is the art and process of creating and sharing ideas [3]. Communication is the most important component of our project because we are forced to communicate, whatever means or channel. Communication processes are of vital importance. We are all aware that effective communication is the basis for personal or professional success [4].

project managers spend at least 80 to 90 percent of their time in communicating on projects, that's why communication skill is especially important [5].

In my organization, there are three styles of leadership: Autocratic Leadership Style, Democratic Leadership Style, and Affiliative Leadership Style. Communication in projects in my organization is effective but not in all projects and situations, it depends on the leader of the project and how he deals with communication in the project.

The purpose of this research is to show the relationship between communication and leadership, and how they affect project success.

Literature Review and Conceptual framework:

There are many previous studies on the relationship between leadership and communication skill and how the communication affect in the success of the project, and how different style of leadership communicate with team members.

1. Autocratic Leadership Style:

Information-sharing contradicts more traditional, autocratic leader communication tactics that withhold and control information as a source of personal power [6]. This style restricts workplace communication and socialization. It is important to have a cordial work environment, where everyone is friendly and wants a social network. It can also lead to disagreements and conflicts if a group or company is led by an autocratic leader [7].

2. Democratic leadership style:

The main benefits of the Democratic leadership style are that it leads to satisfied, motivated, and more skilled employees. Democratic leadership style leads to an optimistic and open work environment and encourages creativity. Democratic leadership style has the only negative aspect is that it is more time-consuming because the leaders invite and encourage the team members to play an important role in the decision-making process, though the ultimate decision-making power rests with the leaders [7].

3. Affiliative Leadership Style:

The affiliative style produces harmony by connecting team members, both one-on-one and in small groups. The characteristics of these styles determine how a project leader deals with team members and influence the efficacy of communication with the team [8]. Affiliative leaders value people and their feelings, put less emphasis on accomplishing tasks and objectives and more on the emotional needs of workers. They keep people happy, emphasize harmony and build team resonance [9].

4. Leadership and Communication:

communication is the principle that requires leaders to use to achieve goals. The value given to specific communication skills is dependent on how fitting and effective they are perceived to be in accomplishing the group objectives. The benefits of a communication competency model of leadership can be realized in its ability to explain and predict what types of communicative skills are required to manage the complexity of group conditions [10].

Methodology:

To gain a better insight into the relationship between leadership and communication in projects, and to understand how communication affects a team and the success of the project, interviews were conducted with some employees from my organization. Participants were asked about the types of leaders, how they communicate with them, how they take orders, and whether there is an opportunity for discussion and opinion taking. The interviews were transcribed, and thematic analysis was conducted on each theme was examined to gain an understanding of participants' perceptions and motivations.

Results and Discussion:

The interviews indicate that each leader has advantages and disadvantages, and the style of the leader should be rather adapted to the situation and the need of the organization.

According to the interviewees, I found that the Autocratic leader is not good at communicating and does not consult the team but only gives orders and does not like to listen to the team. This affected the morale of the team and their enthusiasm for work, which led to some projects being delayed, and sometimes unsuccessful.

Also from the interviews, I was concluded that the democratic leader always consults and asks team members and discussed with them solutions to project problems. Also, I conclude that projects led by a democratic leader are often successful thanks to good communication with team members and exchange of experiences.

Also, I concluded from the interviews that the Affiliative leader is communicating most closely with team members. But in terms of working on projects, the Affiliative leader does not make decisions quickly and does not punish the wrong people, which affects the success of the projects.

Finally, I conclude from the previous studies and from the analysis of the interviews that I did with some employees in my organization and by looking at the success rate of projects in my organization which is related to the leader who communicates well with his team members. I think that communication in projects is one of the most important skills of the project manager and is the key to the success of any project.

References:

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