

## Everyone's Smart University

### Project (Spring 2021)

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## PROJECT LEADERSHIP

### Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس ٢٠-٠٥-٢٠٢١ 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 ١٢.
  - 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.

## Introduction:

John C. Maxwell said that “leadership is not about titles, positions or flowchart. It is about one life influencing another”. As a member of a team that works on some projects which focus on how to operate and maintain the trees and plants of our workplace interiorly and exteriorly (outdoors). Landscape and irrigation department was having an unskilled commanding supervisor who may follow the autocratic leadership style. This supervisor was doing his job by demanding and hold all the authority and responsibility to his side. He was centralizing all the decision making and limiting all the participating of his team. However, in 4 months ago the supervisor has been changed to another person who might follow an affiliative leadership style, which makes difference to the department and the harmony has been increasing among all the team members of this department. This research will express the leadership in general and its styles and then, it will aim on the affiliative leadership style. Secondly, the positivity and negatively of this style will be explained, thirdly some literature reviews about this particular style will be mentioned. Fourthly, the methodology of the research will be clarified in details. At the end of this research the discussion and result will be focusing on.

There are many theories that identify the leadership. The early leadership theories focusing on what is the quality and what is the illustration behavior between the leaders and the followers., whereas the later theories looked at other adjustable such as situational factors and skill level. There is a beautiful quotation of Ronald Reagan which is “The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things”. Following to this illustration of Reagan this research believes on the leader who sets goals and follows up his team to accomplish these goals properly. The leadership is a key to good performance since it coordinates both utilization of human and most of the resources in the organization, good and respectful leader motivates his employees which lead to the motivated employees do not only increase the outcome of the job performance and also, commitment within an organization, but it also goes beyond the job requirements therefore, increasing the organization's general performance and making it more profitable. (Nawoselng'ollan and Roussel, 2017) There are 7 types of leaderships styles such as the affiliative leadership style, autocratic leadership style, coaching leadership style, democratic leadership style, laissez-faire leadership style, pacesetting leadership style and visionary leadership style. This research will focus on the affiliative leadership style. The affiliative leader who beliefs in his team and has always his faith on people and especially his team members. Which leads to increase the harmony and the positivity of his workplace. “This leadership style

focuses on conflict resolution and creating personal connections between employees and their managers to build a sense of community and trust.” As mentioned on lecture chapter 3.

Some of this style positivists will be explained in this paragraph, The Affiliative Style or as some schools say “People come first” attitude is the most effective style when the goals are to accomplish and are about building team harmony and increasing morale to provide the best atmosphere for this particular team. Another positive aspect of this type of leadership style is to build a trust within the team and to create better emotional bonds that may promote a sense of belonging to the workplace. This is the most important feature of this style which is focusing on how to repair the broken trust in the workplace and improving communication that will increase the sense of team harmony. The attention of this leadership style is on approbations. Thus, when the team is not performing well, it can validate those negative behaviors and performance as well. Moreover, this is the leader who effectively motivate his team when they might face some stressful circumstances. One of the most example of this style is Warren Buffett who invests in any market chains. On the other hand, the affiliative leadership style has some negativities such as, it is poor with giving advises, does not work properly and productively when facing some complexity issues. This leader must ensure to address problems that could harm the company’s bottom line and trying hard to find excellent solutions for their problems. Sometimes for this particular type of leader, some intensive management courses and other options such as an expert advisor might be needed.

## **Literature Reviews:**

Leadership is defined as the power or the ability that can lead other people, in addition, the project leadership is defined as the ability to encourage others to enthusiastically and persistently pursue the project objective. (Preston. et al, 2015) Affiliative leader turns around people its supporters and improving their emotions more than tasks and goal. The affiliative leader endeavors to keep employees happy and to create harmony among them. (Leadership That Gets Results) one of the negative of this type of leadership is that under-performing workers tend to be unrecognized in this organization which thereafter, lead them to be as mediocrity for many years. (Preston. et al, 2015) This makes the research focuses on what is the leadership and to express the affiliative leadership style on this paper of woke.

## Methodology

This research will aim on the affiliative leadership as it is the style of leader of a landscape and irrigation department in a company. The role of this department is to do operation and maintenance to the trees of this firm. The affiliative leader has been working to develop the harmony of his department to encourage his team to do their best job. Taking in mind that this leader comes after unprofessional leader who was centralizing all decision making and limiting his team participating. He uses many ways to improve trust among his team and encourage them to work as a team that everyone can help the others to achieve the department's goal. Despite he focuses on his team as his first priority to accomplish all the goals this department has, there face some problems such as the less of his advice and some poor of performing workers that may not improve as others. To enhance this particular leader, he has to be ensure of the department problems and making some plans to find better solutions for them. For example, to boost some of the employees that have less knowledge by giving them some courses. On the other hand, to increase the ability of this leader on his weakness is by providing an expert adviser and also, mitigate some actions that will help improving his skills.

## Discussion and result

To sum up, the affiliative leadership style is one of the best style that focuses on the harmony and improving the ability of trust among the team. It has been said in this type of leader that "people are the first". The affiliative leader is either affect positively on emotional, mental and physical health of his team or negatively as well. However, positively impacts on his employees are more often to happen in this particular style of leader. This style is emphasizing, connecting and conflicting resolutions to obtain better atmosphere in workplace. All these positive outcomes will lead to establish an effective team. Moreover, this is the leader who provides guidance during crises that facing the company. Nevertheless, team members may not receive enough advice also, it allows under-performers to go unchecked and they may need more courses to develop them especially if it has been noticed in advance. Furthermore, the leader need to have an expert adviser as well to work on his weakness and the courses might be added too.

## Reference:

1. Daniel NawoseIng'ollan & Josse Roussel. Influence of Leadership Styles on Employees' Performance: A Study of Turkana County, Kenya. *International Journal of Business and Social Science* 2017
2. Genna Preston, Jayet Moon, Ryan Simon, Shayna Allen, Edem Kossi. *The Relevance of Emotional Intelligence in Project Leadership* Journal of IT and Economic Development 2015
3. Leadership That Gets Results (Harvard Business Review Classics)