



Everyone's Smart University

Project (Spring 2021)

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The Impact of Leadership Skills on Project Success at Aramco: A Student Practical Case

Abstract:

The aim of this study shall be to determine and evaluate the influence of the communications, interpersonal, collaboration, team building and delegation of project managers, troubleshooting, analyzing and solving skills of project success while evaluating the impact of teamwork on association of soft leadership skills with project success in a moderating variable manner. In this study, I follow in the methodology the identification of previous studies as well as the knowledge of the results that have been reached, this study shows that there is a statistically significant positive relationship between each Soft Leadership Ability found, project performance, and the effect of team moderation on Soft Leadership Ability and Project Communications. The study highlights extensively the relevance of the teamwork skills of project managers and problems, analysis and solution of skills and communication. It is hoped that the findings of this study would provide organizations and individuals with key skills in order to concentrate and effectively implement the projects, in particular soft leadership skills.

Introduction:

Grand leadership ideals remain eternal, but the challenges such as globalization, technological progress and generational gaps are refreshed. The dynamics become more complicated as leaders must adapt their leadership style to the dynamic teamwork of their employees. Leader growth aims to increase the capacity of the individual to succeed in the new role. The development of leadership integrates the person into the social structures, strategies, and objectives of the organization which are often classified according to characteristics and behaviors, but which preparation of leadership is a development process that needs specific training but preparation for leadership is an organizational mechanism for advancement, requiring organization-specific training. The study noted that "Leadership Studies has become an industry over the last 100 years" supported the argument from Brungardt and challenges management training effectiveness in view of the training models that were employed in

developing leaders. Leadership Studies were a major scholarly practice for the last 100 years (Burns, K. (2010).

For business executives and sport trainers, performance is a central aim. In order to explain that leaders and followers work together for high success, philosophy of psychology plays an important role. One of the latest developments in leadership theory is the emphasis on follow-up and how leadership expectations affect efficiency. These models are based on the premise that efficient leadership is the product of the actions of both leaders and their effects on informational processing of followers. The theory of social identity offers a framework for explaining this process because it involves the fit between leaders and followers. If a leader is thought of as fit, If the leader is thought to match the prototype of a follower, the leader is taken into consideration and the following is more likely to conduct himself in high-performance behaviour. However, the expectations of followers indicate individual variations which alone are not entirely modeled in SIT and require an additional approach. To lead for high results, the relationship between leaders and followers must be known. A growing research area explores how leadership expectations affect the responses and success of leaders (Allen, M. R. (2008).

The Saudi Aramco is the world's biggest integrated oil and gas firm, managing the Kingdom's unique base of hydrocarbons, optimizing production and enhancing long-term value in its upstream operations. It runs a multinational downstream company with a strategic integration. The business operates in the Kingdom as well as globally and employs around 79,800 people with its headquarters in the City of Dhahran (Bronk, C., & Tikk-Ringas, E. (2013).

"Aramco has shown its unique value offer in a major financial and operational versatility in one of the most difficult years of history. The unwavering spirit and resilience of our workers, who set operational records and continued to meet the needs of energy worldwide, has greatly contributed to our exceptional success during these challenging time. It also enjoys a high degree of its use of effective leadership and management methods, which of course have a significant role and influence in achieving the goals and successes of the company and reaching the desired and agreed-upon results.

Research problem:

Before study, hard as well as soft skills were established as essential aspects for project managers to achieve success. Their interdependence was largely ignored in the real sense, however. New patterns have been identified by recent researchers. A research has shown that hard abilities only contribute 15% to achievement, while 85% of success is caused by soft qualifications. As a general matter, they are frequently underestimated or are not given due importance because of their inherent limitation to measure the impact of soft skills. It is probably because of this that studies are limited for measuring the direct impact on project success of the skills of the project manager, especially soft skills. Researchers have been focusing on examining the actions of the leaders and exploring the effect of the leadership style of this project manager rather than the abilities of the soft leadership manager on project performance, even where there has been little attention paid to this aspect.

The problem of this research was also represented in the lack of sufficient information and knowledge of individuals and companies responsible. Along the way, there is a management team that is able to create and employ the leadership skills necessary to achieve the goals, desires and successes that are required and which are agreed upon in the development of plans. There is also no interest on the part of officials in taking the necessary step and action to address this deficit in creating the required awareness and knowledge of the importance and impact of leadership skills on the success of the company and the project.

Objectives of the Study:

- _ Investigate the effects on project success of the soft leadership skills of the project manager (communication, interpersonal skills, collaboration, team building, etc.
- _ Examine the role of teamwork moderation and project communication. Links between the expertise of the project manager (communication, interpersonal, teamwork, team building and delegation, problem solving, assessment, solution) and the performance of the project. project management.

Research Questions:

- What are the most important soft leadership qualities for good project leaders?
- What is the impact on project success of these leadership skills?
- What is the role of moderation in the teamwork between the expertise and progress of project managers?

Significance of the Study:

The results from this research will provide a profound insight into the soft leadership capabilities and the effects of the progress of this project. In addition, the moderating role of teamwork and communication in the relationship between soft leadership abilities of project managers and project performance will be identified. This in turn will not only assist the project managers with their expertise to influence the results of the project effectively, it will also allow them to realize the influence of the team works in affecting the relationship between Aramco and the soft leadership abilities.

Theoretical framework:

This qualitative case study seeks to find out whether participants who succeeded in completing a rigorous leadership program organized by Aramco Company to increase their leadership. This research aims to examine whether the participants have acknowledged the desired career or growth and whether success can be related to the participation in the leadership development program. Furthermore, the attributes which may have affected these results. There are plenty of reasons for the business and mid-level managers to choose specific careers and use a leadership development program for career exploration. Moreover, the qualities that could have achieved these results. There are many reasons why companies and middle-class administrators choose specific career paths and the use of a leadership development program to help them explore their careers and/or progress is one solution (Evelyn, J. (2001). The explanations for this analysis were confined to those of the theory of expectancy. He experiences mid-level managers in their development of leadership abilities and skills. Previous research has indicated that the transition to leadership can be disruptive and affect the performance of the organization, particularly in institutions with less structural bureaucracy. The medium-size managers play an important role in the company's

everyday operations, although their roles are complex and misunderstood, particularly as they are so different in the areas they support, they simplified the hypothesized model which includes the two main variables of leadership growth as independent variable and leader performance and development (Gerstner, C. R., & Day, D. V. (1997).

Literature review:

_ study of Lategan, T., & Fore, S. (2015). The impact of leadership styles on project success: Case of a telecommunications company.

Project success literature focuses primarily on the identification and analysis of success metrics and essential success factors. Success metrics are used to evaluate project success, and the main success factors improve the potential for project success. The interrelation between them was, however, seldom studied but the significance of these interrelationships was stressed by researchers. It seeks to recognize a style of leadership that can increase the potential for project performance by project managers. The success of the project is evaluated in terms of the parameters of success. This approach addresses the listed shortcomings, this approach manages the shortcoming described above, the lack of evaluating interrelationships among critical success factors and success criteria. This result is taken from qualitative field research at a subsidiary of a Scandinavian-based multinational corporation.

_ study of Chaudhry, M. S., Kalyar, M. N., & Rehman, A. (2012). The impact of leadership on project performance.

The leadership factors of HR planning were taken from the context of the project and the effects of the factors on project success were analyzed. The links between these factors and the project's strategic goals have been explored in order to enhance project performance and establish an organizational culture that encourages innovation, flexibility, HR systems and policies and activities which generate the expertise and the actions of employees required in order to achieve their strategic goals. There are 70 employees from four major consulting firms working together on a project in Lahore, Pakistan from which data is collected. Responses were gone through EFA and

Cronbach's alpha test to assure accuracy and reliability. Finally, path analysis in SEM using Amos was run to explore the essence and intensity of the connections. Results indicate that leaders with project success have a positive connection.

_ study of Blaskovics, B. (2014). Impact of leadership styles on project success– the case of a multinational company.

Project success literature focused primarily on the identification and analysis of success criteria and key factors for success. For assessing the success of a project, success criteria are applied and essential success factors are those that create potential for the success of a project. However, their interrelationships were seldom studied, although the significance of these links was underlined by the researchers. The paper aims to define a leadership style that will optimize the possibilities for the success of the project. The success of the project is measured from the perspective of the parameters of success. The weakness of this strategy is addressed This approach manages the shortcoming described above, the lack of evaluating interrelationships among critical success factors and success criteria. This result is derived from qualitative field research at a subsidiary of a Scandinavian-based multinational corporation.

Discussion, conclusions, and recommendations:

These research studies investigated the successful completion of a broad management development programme, by mid-level participants subsequently applying to and assuming leadership positions in their organizations. A conceptual framework has been adapted to demonstrate if (a) individuals strive to achieve their position in their organizations, (b) feel able to reach and (c) value their leadership positions. This is a topic under consideration. The findings can be divided into three issues that everyone in the study knows about on the basis of these results. Based on the study findings. These areas deal with the design of leadership The topics address the nature, experience and experience of leadership development programmers, institutional participation and the assessment of the programme (ALDULAIMI, S. H. (2021).

Evidence from research indicates possible complications and deficiencies in the implementation of leadership initiatives, training of participants, and institutional

participation to impede the pursuit of leadership opportunities were used to endorse negative associations. Participants with negative associations were also less likely than participants with positive associations to seek leadership opportunities. This does not seem shocking, but it means that certain procedures may be modified to make leadership opportunities for participants in the Leadership Development more likely.

expectation theory theoretical structure, persons will exercise effort when they think they are able to achieve the result and appreciate it. The desired result is uncertain for participants who completed leadership development training, who are either not sure how motivated the organization is to send them out or did not say they want leadership opportunities. They may still indicate that they had the experience, but according to the Vroom principle, the individual is willing, if participating in the program is first aligned to, to strive harder for leadership opportunities. If participation in the Program is initially in line with a personal and institutional objective, the individual is able to work harder with the aim of achieving leadership opportunities. The first step to correct vague participant expectations is to communicate the reasons they are asked to consider participating in the management development program to prospective participants and can only accept an invitation if they are interested in taking up a leadership role (Farah, B., Elias, R., Aguilera, R., & Abi Saad, E).

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