

Everyone's Smart University

Project (Spring 2021)

Student Name	 Lama alsolai	اسم الطالب
Students I.D	 2021201972	الرقم الجامعي

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Master

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PROJECT LEADERSHIP

Introduction:

A Technology Company called “phonon”, has a problem that the team cannot work in harmony and there is always a hardship in communication and collaboration and this reduces the team productivity.

Objectives:

1. Find the root cause for the conflicts.
2. Find a methodology to resolve the conflicts.
3. Increase productivity.
4. Convert the conflicts to win-win situations.
5. Present open communication between among the organizations.
6. Improve team performance.

Literature Review and Conceptual framework:

Managers are always strict to solve the conflict as fast as possible since they believe that otherwise it can have negative effects on the projects in the future. But they never dig deeper to the root cause. I think the most powerful way to resolve the conflict is to listen. Especially if most of your team are new joiners coming from different backgrounds. In project management, the project manager is the one who is responsible for resolving the conflicts. Also, when the team realize that our goal is the same which is to enhance on the business, the conflicts will dramatically decrease.

Methodology:

- Data Collection tools:
 - Make up a survey in the affected area.
 - Listen from both conflict sides.
 - Collect data from paper and studies talking about similar conflicts.
 - Study the work environment and what are the do's and don'ts.

Results and Discussion:

1. Accommodation: relent someone else's point of view and obeying and order when you do not want to.
 2. Competition: trying to win a situation and standing for your rights and opinion.
 3. Collaboration: finding a win-win situation
 4. Avoidance: trying to ignore and issue and pass by it.
- One of the above solutions should be picked up according to the situation or try something in between.

References

- <https://dial.ird.fr/media/ird-sites-d-unites-de-recherche/dial/documents/conferences/scientifiques/workshop-gdri-mov-mars-2020/philip-verwimp-data-collection-in-conflict-affected-areas>
- <https://publications.lib.chalmers.se/records/fulltext/147975.pdf>
- <https://www.endvawnow.org/en/articles/1896-collecting-data-in-conflict-settings-special-considerations.html>

