

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 9 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

Diversity of leadership style and its effect on motivation

Introduction:

In the modern era, the interest in leadership and the types of leaders has become greater than what was previously mentioned, and there are many studies on its types and their importance to organizations, and interest has become greater in the behavior of leaders and their influence on organizations and countries.

In this paper, we will deal with two types of leaders, which is the democratic leader and the easy-going leader, and how this difference in styles affected the team in productivity and motivation.

In the company (N,V), the leader is characterized by two types of leaders. He was a leader of the democratic type by making decisions and involving the team in making decisions and holding daily meetings to listen to the team and follow up on the progress of work and involve them in ideas, decision-making, motivation and setting material rewards. For the employee who makes a new contract agreement with clients, but when a problem arises with clients, he turns into a kind of Laissez-Fair and withdraws himself from interference in solving problems and transfers decisions to employees to take the appropriate action without referring to him.

Previous scientific study:

The best methods of motivation are in which the individual feels that he is appreciative of his giving and prepares for him the elements of competitive creativity, which is a force that gives the individual to perform at his best if he can direct it properly.

research goal:

The research aims to clarify the role that the leadership style plays in activating creativity and developing business organizations, as it gives them a competitive advantage that

leads them to reach leadership and stay in them to face competition, this forces them to constantly think to find solutions to overcome difficulties and adapt to the changes and fluctuations in their internal environment and foreign.

Methodology:

- Make a comparison between two styles of leadership, which are the Democratic and the Laissez-Fair

Democratic style	Laissez- fair style
• Relies on skills and knowledge of team members. • Holds final responsibly. • Team harmony. • Productivity.	• Management trusts the team member to make decisions, meaningful progress. • Empowerment for followers. • Individual. • Harmony. • Productivity.

- Motivation:
Individuals differ in motivation drive, motivation varies from situation to situation, Motivation is among the reasons for increasing the employee's enthusiasm, as he works to activate the inherent capabilities of the human being and make him fully energized and conscious and cheer himself up for work, as motivation is one of the most important factors affecting the development and advancement of work and achieving a remarkable increase in production, so the person is characterized by a sense and a sense of appreciation, reward and motivation These matters constitute a strong motivation for him to increase his enthusiasm, as it guarantees the continuation of giving, the development of the level, the raising of efficiency and the feeling of psychological reassurance, and therefore motivation is the opportunity for institutions to achieve their distinction and development.

There are two types of motivation:

- Financial

They are annual wages and bonuses, and wage increases to meet the increase in living expenses, bonuses and profit sharing, health insurance, compensation, benefits in kind of material value.

- Moral

Promotion, respect and appreciation of workers efforts, work stability, work enrichment, and improvement of working conditions.

Results & discussion:

Motivation are one of the determinants of institutional work, without them no institution can achieve its full goals, Motivation is the way in which the organization expresses its appreciation for the performance of the employee motivation.

Motivation is related to the manner and the administrative process by which the program is managed in the institution, as well as the means used to serve it.

Motivation is the main engine for employees, and it is what entails the employee's survival or his transfer to other workplaces.

Therefore, we see large companies that provided employees with a comfortable work environment by adding motivation to make the employee stick to a place of work.

References:

1. (2016). "تحفيز الموارد البشرية و أثره على الأداء الوظيفي". et al. بوسنة.
2. مجلة حقائق "فريد بونخلة. "تأثير النمط القيادي على تنمية الموارد البشرية في المؤسسة الجزائرية 3.10 (2018): 331-338. للدراسات النفسية والاجتماعية
3. "سلوكيات القيادة التحويلية وأثرها على الإبداع التنظيمي في المؤسسة الاقتصادية". et al. عبد اللاوي (2019).