

## **A projektcsapat jellemzői és a projektvezető vezetési stílusának vizsgálata a projektsiker tükrében**

### **ABSTRACT**

Project management has become an essential part of corporate processes. Projects create value, helping companies respond more effectively to external environmental changes and, as a result, enable them to achieve a better market position compared to their competitors.

My thesis focuses on the characteristics of the leadership style and project team in the context of project management with regards to project success. My choice of topic was motivated by the need to expand my understanding of the subject, as my previous knowledge of project management and its complexities raised further questions for me. Throughout my research, I have strived to emphasize the practical benefits of theoretical knowledge. As a theoretical foundation for this thesis, I describe the interpretations of project success, approaches of leadership style, and typical characteristics of project teams.

The literature highlights the role of the human factor, especially the project manager, in the successful delivery of projects. Research on leadership style is gaining prominence in the project management literature. In this context, the importance of assessing and developing leadership competencies has increased considerably in recent years. Consequently, my research aims to identify which competency-based leadership style supports the success of R&D projects and how the characteristics of project team are related to the leadership style of the project manager. In addition, I aim to explore the role of specific competency elements possessed by the project leader.

The research sample was provided by a subsidiary of a multinational company in Veszprém. I chose the qualitative research method because it allowed me to investigate each area in depth and to understand the interrelationships. I used primary data collection, focusing on project success, organizational and team characteristics, leadership competencies, and leadership style.

In my thesis, I present the results of interviews with project managers, comparing the characteristics of successful and less successful projects and the leadership style used by project managers. Additionally, I will present the typical values of project managers' leadership competencies, which I will compare with their leadership style and existing results of the project management literature.