



ORIGINAL

Impact of global project coordination, policy efficiency, and organizational cultural diversity on the development of project leadership and skill performance: A Case Study of Jordanian Ministry of Planning and International Cooperation

Impacto de la coordinación global de proyectos, la eficacia de las políticas y la diversidad cultural organizativa en el desarrollo del liderazgo de proyectos y el rendimiento de las competencias: Un estudio de caso del Ministerio de Planificación y Cooperación Internacional de Jordania

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ABSTRACT

This research focused on studying the impact of global project coordination, policy efficiency, and organizational cultural diversity on project leadership development and skills performance through choosing the Ministry of Planning and International Cooperation in Jordan to collect all needed information and data as the research community. As a key governmental body implementing dynamic strategic initiatives, the Ministry's effectiveness has relied on incorporating different cultural perspectives, meticulous project coordination, and policy efficiency principles to reinforce strong leadership and skill enhancement. This study explored how cultural diversity enhanced leadership perspectives and decision-making, how structured project coordination confirmed goal alignment and efficiency, and how policy efficiency enhanced resource exploitation while minimizing waste. By analyzing data collected from 200 employees within the Ministry using PLS-SEM, the study examined the interactions among cultural diversity, project coordination, policy efficiency, and their combined impact on leadership development and performance skills. Results revealed that these elements significantly encouraged leadership skills and skill performance, highlighting the importance of a varied, well-coordinated, and policy-focused approach to managing projects. The study concluded that a cohesive application of cultural diversity, strategic coordination, and policy efficiency was essential for achieving high-performance leadership and fostering skill development within the organization.

Keywords: Cultural Diversity; Ministry of Planning and International Cooperation Policy Efficiency; Project Coordination; Project Leadership; Skill Performance.

RESUMEN

Esta investigación se centró en el estudio del impacto de la coordinación global de proyectos, la eficiencia de las políticas y la diversidad cultural organizativa en el desarrollo del liderazgo de proyectos y el rendimiento de las competencias, para lo cual se eligió al Ministerio de Planificación y Cooperación Internacional de Jordania como comunidad de investigación para recopilar toda la información y los datos necesarios. Como organismo gubernamental clave en la puesta en práctica de iniciativas estratégicas dinámicas, la eficacia del Ministerio se ha basado en la incorporación de diferentes perspectivas culturales, una meticulosa coordinación de proyectos y principios de eficiencia política para reforzar un liderazgo sólido y la mejora de las competencias. Este estudio explora cómo la diversidad cultural mejora las perspectivas de liderazgo y

la toma de decisiones, cómo la coordinación estructurada de proyectos confirma la alineación de objetivos y la eficiencia, y cómo la eficiencia de las políticas mejora la explotación de los recursos al tiempo que minimiza el despilfarro. Mediante el análisis de los datos recogidos de 200 empleados del Ministerio utilizando PLS-SEM, el estudio examinó las interacciones entre la diversidad cultural, la coordinación de proyectos, la eficiencia de las políticas y su impacto combinado en el desarrollo del liderazgo y las habilidades de rendimiento. Los resultados revelaron que estos elementos fomentaban significativamente las aptitudes de liderazgo y el rendimiento de las competencias, lo que ponía de relieve la importancia de un enfoque variado, bien coordinado y centrado en las políticas para gestionar los proyectos. El estudio concluyó que una aplicación cohesionada de la diversidad cultural, la coordinación estratégica y la eficacia de las políticas era esencial para lograr un liderazgo de alto rendimiento y fomentar el desarrollo de habilidades dentro de la organización.

Palabras clave: Diversidad Cultural; Eficiencia Política del Ministerio de Planificación y Cooperación Internacional; Coordinación de Proyectos; Liderazgo de Proyectos; Desempeño de Habilidades.

INTRODUCTION

Recently, the progress of effective project leadership and skill performance is dynamic, mainly within government agencies in control for critical national initiatives. Traditionally, project leadership in the public sector highlighted procedural compliance over enhancement and adaptability; however, the addition of organizational cultural diversity, robust global project management, and policy efficiency values is now standard as important for driving sustainable leadership growth and performance enhancement.⁽¹⁾ Cultural diversity within organizations, principally in institutions with a broad range of stakeholder benefits like the Ministry of Planning and International Cooperation, assists as an enabler for originality, value-added problem-solving and innovative decision-making, all of which are needed to in effect leadership.⁽²⁾

In effect, global project coordination is alternative basis for successful leadership and skill development, as it confirms that strategic objectives are clearly defined, resources are assigned efficiently, and timelines are improved.⁽³⁾ In complex governmental contexts where multiple projects run simultaneously, a structured project coordination framework encourages configuration across departments and eases risks connected with behind project outcomes.⁽⁴⁾ Furthermore, policy efficiency principles suggestion a systematic approach to successful organizational efficiency by decreasing waste, refining processes, and increasing resource use.⁽⁵⁾ Policy efficiency's effort on value maximization and waste minimization not only progresses operational effectiveness but also supports an agile and responsive workforce, a key characteristic for increasing adaptable project leaders in the Ministry.⁽¹⁾

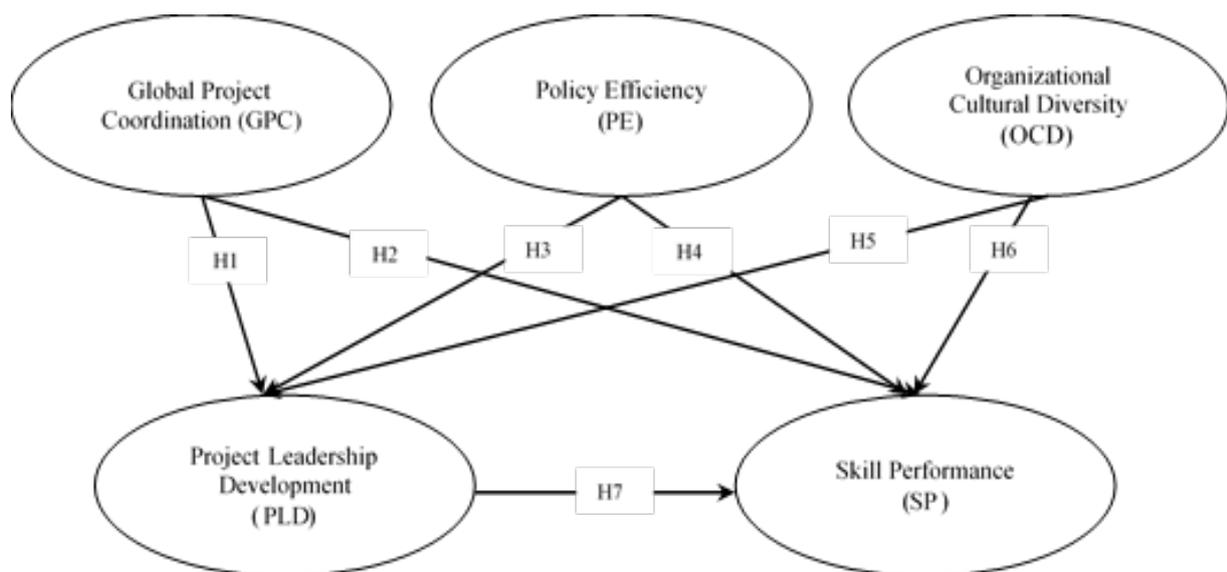


Figure 1. Study Model

Source: Adopted from Bortolotti & Delbufalo, 2020; Zwikael & Meredith, 2019; Bortolotti, Boscari, & Danese, 2021; Turner & Müller, 2019; Nielsen & Daniels, 2021; Christensen & Laegreid, 2020)

The Ministry of Planning and International Cooperation shows a critical role in Jordan's socio-economic development, overseeing high-stakes projects that span various sectors, excluding infrastructure, education, and economic reform.⁽²⁾ The Ministry's leadership, therefore, must establish skills that extend beyond traditional administrative competencies, importance adaptive leadership and cross-functional collaboration. Leveraging cultural diversity, well-structured project coordination, and policy efficiency practices within this framework can significantly upkeep leadership development and skill performance, thereby improving the Ministry's ability to complete strategic initiatives successfully.⁽³⁾

This study aims to observe how cultural diversity, global project coordination, and policy efficiency come together to impact leadership development and skill performance within the Ministry of Planning and International Cooperation. By data from a sample of Ministry employees, this research searches the relationships among these variables and their mutual outcome on leadership outcomes. The findings are predictable to be responsible for valuable insights into how government agencies can adoptive leadership and skill development through a structured approach that embraces diversity, rigorous coordination, and policy efficiency practices. By directing on these integrated components, the study will add to the literature on organizational observes in the public sector and deal practical recommendations for improving leadership dimensions in government settings.

METHOD

Study Design

This study approves a descriptive and correlational research design to examine the impact of global project coordination, policy efficiency, and organizational cultural diversity on project leadership development and skills performance through choosing the Ministry of Planning and International Cooperation in Jordan. The quantitative survey-based method used here allows for systematic measurement of each variable and aids in identifying both direct and indirect interactions among these organizational practices and leadership outcomes.

Data analysis difficult both descriptive and correlational statistics: Descriptive statistics (means, standard deviations) summarized participant responses, providing an overview of each variable. Structural Equation Modeling (SEM) with Path Analysis was used to explore hypothesized contacts and the mediating things of organizational cultural diversity, project planning, and lean management on project leadership and skill performance. SPSS was utilized for initial descriptive and reliability checks, while AMOS or SmartPLS assisted the SEM, testing the through and indirect special effects of each construct.

In order to collect data for this study, which targets to examine studying the impact of global project coordination, policy efficiency, and organizational cultural diversity on project leadership development and skills performance, researchers measured employees of the Jordanian Ministry of Planning and International Cooperation. Participants consist of employees from all units who are involved in project management and leadership title role.

Data analysis was executed using descriptive statistics to summarize participant demographics and responses. Additionally, Structural Equation Modeling (SEM) was engaged to test the relationships between the variables, providing insights into how global project coordination, policy efficiency, and organizational cultural diversity impact project leadership development and skill performance. The software which this research lies on analyzing data is the SEM analysis included SPSS for initial data handling and AMOS or SmartPLS for the path analysis.

To approve the reliability and validity of the survey instrument, an experimental study was conducted with a smaller group of teams. Research results showed that all theories achieved a Cronbach's alpha above 0,70, signifying a high equal of stability among the questionnaire things. The discoveries from this research are projected to provide valuable insights into how the Jordanian Ministry of Planning and International Cooperation can grow project leadership development and skill performance through actual management of global project coordination, policy efficiency, and organizational cultural diversity.

Sample Selection

The study's sample comprises 200 employees from the Jordanian Ministry of Planning and International Cooperation. This sample size, determined to approve sufficient representation for statistical analysis, was selected through simple random sampling. This method supported a diverse range of departments and roles to be included, catching a broad spectrum of views on the organization's project and cultural management removes.

Data Collection

The research survey was measured to consist of five sections, each having five questions linked to the key variables of interest: global project coordination, policy efficiency, and organizational cultural diversity, project leadership development, and skill performance. These enquiries were established to consider the

extent to which these variables affect each other and their overall device on control development and skill performance in the suggestion. Each section worked a five-point Likert scale, ranging from “strongly disagree” to “strongly agree,” to total participant responses effectively.

Global project coordination was well-preserved as an independent variable, aiming on parts such as inclusivity, cross-functional collaboration, stakeholder communication, resource allocation, project integration management, and risk management. Policy Efficiency was also categorized as an independent variable, resource utilization, decision-making speed, regulatory compliance, operational cost reduction, and process optimization. Project leadership, the third independent variable, studied practices designed at task efficiency, problem-solving ability, technical proficiency, adaptability to change, and the quality of work output.

Project leadership development attended as the dependent variable, taking aspects linked to leadership competencies, emotional intelligence, conflict resolution skills, strategic thinking, and team management ability. Skill performance was also restrained a dependent variable, represented through task efficiency, problem-solving ability, technical proficiency, adaptability to change, and quality of work output.

Data Analysis

Descriptive statistics summarized participant demographics and responses. Structural Equation Modeling (SEM) with Path Analysis was used to test relationships between the variables. SPSS was utilized for initial reliability checks, and SmartPLS facilitated the SEM, providing insights into direct and indirect effects.

RESULTS

Evaluating measurement models is central for confirming the validity and reliability of indicators used for assessing constructs or latent variables. In this study, the three key variables checked within in the model to quantify their impact on global project coordination (GPC), policy efficiency (PE), and organizational cultural diversity (OCD) on project leadership development (PLD) and skill Performance (SP) within the Jordanian Ministry of Planning and International Cooperation. A check of the composite reliability, discriminant validity, and convergent validity of the indicators lets for an assessment of how these variables management PLD and SP. In terms of convergent validity, the correlation between indicators and their respective constructs was predictable by analyzing the outer loadings achieved from SmartPLS.

Convergent validity is well-known when the outer loadings are more than or equal to 0,70, with a p-value below 0,05 and t-statistics upcoming or more than the serious value of 1,96. In new studies, loading values below 0,60 are measured usually.⁽³²⁾ Higher outer loading values direct that marks are making a significant contribution to their respective latent variables, which helps to recognize the most impactful signs. The validity of the indicators determining global project coordination (GPC) is sustained by their outer loading values greater than 0,70 and p-values below 0,05. Similarly, signs for policy efficiency (PE) and organizational cultural diversity (OCD) also proved outer loading values above 0,70, further positive their status as valid metrics. Thus, all three variables GPC, PE, and OCD gave strong convergent validity.

In order to determine the discriminant validity, the Fornell-Larcker measure was active, relating the correlations of latent variables through the square lines of their average variance extracted (AVE) values. A latent variable is definite to have discriminant validity if the square root of the AVE is larger than the correlation coefficients with other theories. All research variables come across this standard, demonstrating excellent discriminant validity, which supports that each variable distinctly adds to the model. Composite reliability, which relations the internal consistency of the indicators within each construct, was also expected. According to ⁽³²⁾ a composite reliability value exceeding 0,70 indicates good reliability. The analysis all-inclusive that the composite reliability and Cronbach’s alpha values for global project coordination (GPC), policy efficiency (PE), and organizational cultural diversity (OCD) all overdone this threshold, ensuring high internal consistency. Generally, the charges of convergent validity, discriminant validity, and composite reliability provide strong provision for the measurement model activated in this study. These results validate the constructs and simplify further analyses, with hypothesis testing and examine of the connections between managerial global project coordination, policy efficiency, and organizational cultural diversity, project leadership development, and skill Performance.

The following is an investigation of the impact of global project coordination (GPC), policy efficiency (PE), and organizational cultural diversity (OCD) on two significant performance indicators at the Jordanian Ministry of Planning and International Cooperation: project leadership development (PLD) and skill performance (SP). The values of these aspects on PLD and SP are short in table 2, which provides insights into the results.

The results of the assessments for direct effects are shown in table 2. The data demonstrate a positive correlation between global project coordination and project leadership development, offering credence to Hypothesis 1 (H1). This shows that different global project coordinations take in better project leadership skills. A path coefficient of 1,224, a t-test exceeding 1,401, and a significance threshold of 0,00 ($p < 0,05$)

support this assertion. The outcomes recommend that enhancing the range within the organization can top to improved leadership effects. In addition, the results direct a significant positive relationship between global project coordination and skill performance, thereby associate Hypothesis 2 (H2). A t-statistic of 1,211 and a path coefficient of 1,230 affirm this. This suggests that an enriched global project coordination funds positively to the skill performance of employees, signifying that diversity may develop the competencies within the workforce.

Hypothesis 3 (H3) suggests that effective policy efficiency positively impacts project leadership development. The results support this hypothesis, inspecting a path coefficient of 1,150, a t-statistic of 1,115 ($T > 1,96$), and a p-value of 0,001 ($p < 0,05$). This shows that well-structured policy efficiency processes significantly increase leadership development, thereby signifying that the performance of rigorous planning protocols is useful for fostering leadership skills. Furthermore, the results representation that policy efficiency is positively linked with skill performance, as indicated by Hypothesis 4 (H4). This hypothesis is valid with a path coefficient of 1,211, a t-statistic of 1,541 ($T > 1,96$), and a p-value of 0,001 ($p < 0,05$). This recommends that effective policy efficiency is involved in improving employees' skills, emphasizing the importance of full planning in completing high performance.

Hypothesis 5 (H5) reports the impact of organizational cultural diversity on project leadership development. The results approve this relationship, informative a path coefficient of 1,124, a t-statistic of 1,543 ($T > 1,96$), and a p-value of 0,001 ($p < 0,05$). This indicates that executing organizational cultural diversity significantly adds to developed project leadership capabilities, emphasizing the procedure of methodologies in adopting leadership. Hypothesis 6 (H6) surveys the relationship between organizational cultural diversity and skill performance. The results support this hypothesis, representing a path coefficient of 1,213, a t-statistic of 1,437 ($T > 1,96$), and a p-value of 0,002 ($p < 0,05$). This suggests that implementing organizational cultural diversity progresses the skill performance of employees, indicating that streamlining processes can key to better employee skills.

Finally, Hypothesis 7 (H7) lessons the relationship between improving project leadership and skill performance. The findings support this hypothesis, demonstrating a path coefficient of 1,546, a t-statistic of 1,653 ($T > 1,96$), and a p-value of 0,018 ($p < 0,05$). This mentions that effecting project leadership increases the skill performance of employees, signifying that streamlining processes can highest to better member skills.

In summary, the results explain that global project coordination, policy efficiency, and organizational cultural diversity appearance significant roles in successful project leadership development, and skill Performance within the Jordanian Ministry of Planning and International Provision. This acclaims that strategic management of these factors can main to heightened grades in leadership and skills among workers.

Table 2 summarizes the hypothesis testing results, confirming significant positive relationships among the variables.

Relationship between Variables	T-Path Coefficient (Bootstrapping)		P Description	
	Statistic	Value	Value	Description
Global Project Coordination (GPC) -> Project Leadership (PL)	1,224	1,401	0,000	Significant
Global Project Coordination (GPC) -> Skill Performance (SP)	1,230	1,2111	0,000	Significant
Policy Efficiency (PE) -> Project Leadership (PL)	1,150	1,115	0,001	Significant
Policy Efficiency (PE) -> Skill Performance (SP)	1,211	1,541	0,001	Significant
Organizational Cultural Diversity (OCD) -> Project Leadership (PL)	1,115	1,543	0,001	Significant
Organizational Cultural Diversity (OCD) -> Skill Performance (SP)	1,213	1,437	0,002	Significant
Project Leadership (PL) -> Skill Performance (SP)	1,546	1,653	0,018	Significant
Project Leadership (PL) -> Skill Performance (SP)	1,546	1,653	0,018	Significant

Source: Data processed

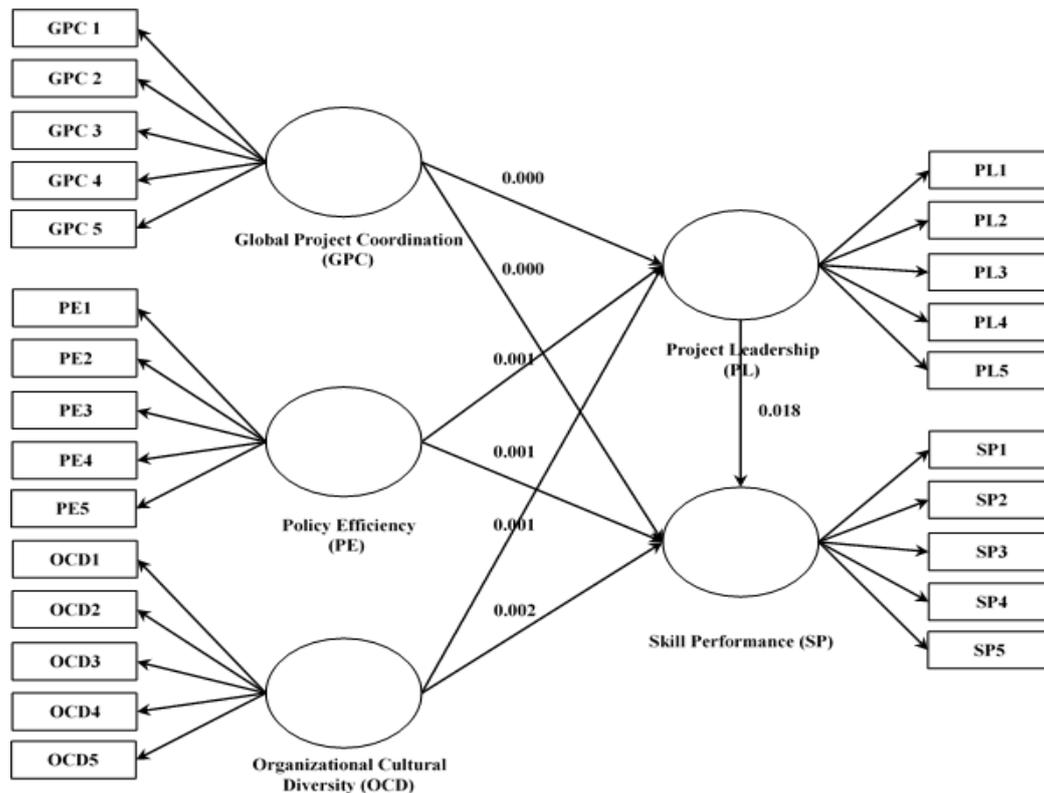


Figure 2. Analysis Results Paths in Smart-PLS

DISCUSSION

In current organizational studies, the relationship between cultural diversity, global project coordination, and policy efficiency has appeared as a initial aspect for effective project leadership and skill development, particularly within composite governmental institutions.⁽⁶⁾ Leadership development and skill performance in public organizations are increasingly subjective by the organization's cultural diversity and the approval of structured project coordination policies.⁽⁷⁾ As the field of project management improvements, understanding how these elements move leadership development is essential for confirming that leaders are prepared with the necessary skills to get used to to dynamic and complex situations.⁽⁸⁾ This literature review discovers these concepts and their relevance to the Ministry of Planning and International Cooperation (MOPIC) in Jordan, so long as a comprehensive summary of recent research on cultural diversity, global project coordination, policy efficiency, and their mutual impact on leadership and skill performance.

The benefits of effecting cultural diversity, operative global project coordination, and policy efficiency are diverse. Cultural diversity within organizations presents innovative thinking and brings varied perspectives that enhance decision-making and adaptability, particularly in inclusive or multipart contexts like public administration (Muhammad et al., 2020). Project coordination provides structured frameworks that permit for the effective allocation of resources, alignment of goals, and risk mitigation, all of which are essential for realizing project success and fostering leadership capabilities.^(7,4) Policy efficiency, with its effort on effectiveness and waste reduction, enables leaders to prioritize value-driven activities, successful productivity and responsiveness to change.^(3,8) These elements collectively develop leadership skills and overall skill performance by providing leaders with the tools and competencies necessary to complete sustainable project success.

Global Project Coordination

Effective project coordination is a foundational section for organizational success, associate resources, timelines, and objectives to comprehensive strategic objectives. According to Ekemezie and Digitemie⁽⁹⁾ detailed project coordination positively moves project performance and leadership effects, as it delivers clearer regulation and accountability among team members. In the public sector, which often functions with multiple and corresponding projects, structured project coordination is important for checking alignment and mitigating risks.⁽¹⁰⁾ Devereux⁽¹¹⁾ discourses how thorough coordination not only expands resource allocation but also supports leadership skills by providing a clear context within which leaders can make learned, timely decisions. Furthermore, von Gönner et al.⁽¹²⁾ argue that effective project coordination adopts a supportive environment for skill development by establishing specific, measurable results that leaders and teams work toward collaboratively.

Policy Efficiency

Policy efficiency adds to value creation by improving process efficiency and reducing waste, important to increased productivity while reducing redundant expenditures.⁽¹³⁾ In recent years, policy efficiency has added prominence within public sector organizations, where resource efficiency is critical to reaching strategic goals.⁽¹⁴⁾ initiate that efficient policies not only improve operational performance but also develop leadership effectiveness, as leaders implement value-driven decision-making. In organizations such as the Ministry of Planning and International Cooperation, policy efficiency can streamline operations, permitting leaders to focus on high-impact activities and fostering a principles of continuous improvement.⁽¹⁵⁾ Liu et al.⁽¹⁶⁾ agreed that implementing policy efficiency improves project leadership skills by promoting an importance on efficiency, flexibility, and team empowerment.

Organizational Cultural Diversity

Organizational cultural diversity is increasingly recognized as a critical factor talk into innovation, team dynamics, and leadership in many parts. Diversity within organizations profits a range of perspectives and cognitive methods that increase problem-solving and vision.⁽¹⁷⁾ Recent studies confirmation that organizations with high levels of cultural diversity establish stronger adaptability and flexibility, as carefully chosen and employees become more skilled at directing complex, all-inclusive work environments.⁽¹⁸⁾ Furthermore, Shwede et al.⁽¹⁹⁾ place interest on how cultural diversity improves relational leadership skills by implementing inclusive practices and cross-cultural skill. In the public sector, where various citizen arrangements is serious, approval cultural diversity among employees is existing to progress leadership value and public associations.^(20,21)

Project Leadership Development

Project leadership development is essential for making leaders to manage complex projects effectively. Contemporary literature underscores the significance of soft skills, adaptability, and relational management in leadership roles.⁽²²⁾ A study by Rialti and Filieri⁽²³⁾ describes that project leadership is most effective when supported by training in adaptive leadership and interpersonal skills, as these competencies enable leaders to navigate the evolving challenges of public sector jobs. The combination of project planning and cultural diversity in leadership training has been shown to improve leaders' facilities to manage diverse teams and meet complex project demands.⁽²⁴⁾ Furthermore, Mubarak et al.⁽²⁵⁾ agreed that structured leadership development programs that give emphasis to real-world project scenarios are crucial for preparing leaders with the skills necessary to confirm project success and skill performance. Additionally, including project leadership development and circular economy principles has been recommended as a way to approve sustainable and modern leadership performs in complex project environments.⁽²⁶⁾

Skill Performance

Skill performance in project management is deeply general by an organization's assurance to unceasing learning, practical preparation, and adaptive management practices. Agree to Rehan et al.⁽²²⁾ the development of skill performance is a key product of actual leadership behaviors and structured project management organizations. Recent research by Rialti and Filieri⁽²³⁾ agreed that skill performance benefits from focused training initiatives that association agile leadership and digital transformation skills, important for responding to complex project requests. Furthermore, Mubarak et al.⁽²⁵⁾ highlight that skill performance can be compressed by both positive and negative leadership applies, emphasizing the significance of mindfulness in controlling the dark side of leadership in IT project situations. Grzesik and Piwowar-Sulej⁽²⁴⁾ further maintain that skill development is enhanced in environments that highlight agility and sustainability, as these approaches foster a work on continuous development and resilience. By promoting a culture that highlights skill enhancement, organizations can improvement overall project outcomes and confirm employees are prepared to assume leadership characters.^(26,27)

Jordanian Ministry of Planning and International Cooperation

The Jordanian Ministry of Planning and International Cooperation (MOPIC) is a critical institution in control for managing strategic national projects, matching aid, and associate socio-economic development. As one of Jordan's primary governmental builds, MOPIC's leadership and project management practices have significant properties for national progress.⁽²⁸⁾ Recent studies on MOPIC highlight the need for adaptive leadership and efficient management techniques to cross challenges modeled by limited resources and growing socio-political conditions.⁽²⁹⁾ Furthermore, Dou et al.⁽³⁰⁾ address the importance of skill-specific training and development programs, such as virtual reality applications, in improving skill performance and fixing employees for complex project demands. In addition, Emon and Chowdhury⁽³¹⁾ claim that directed skill development initiatives, especially in digital and managerial skills, are crucial for enhancing employee act, which is significant in governmental settings like MOPIC. Integrating global project coordination, policy efficiency, and organizational

cultural diversity within MOPIC could further strengthen its measurements to implement large-scale projects and progress leadership ability capable of interesting long-term development parts.⁽²⁸⁾

The findings show that global project coordination (GPC) is a thoughtful factor in helping project leadership development (PLD) and successful skill performance (SP) in the Jordanian Ministry of Planning and International Cooperation. This result supports Hypotheses 1 and 2, which guide that enhanced global project coordination within the organization positively impacts leadership skills and skill performance. This assumption is consistent with preceding previous research.^(17,18,19,20,21)

Additionally, policy efficiency (PE) is presented to knowingly impact project leadership development and skill performance, so associate Hypotheses 3 and 4. Current policy efficiency processes facilitate clearer communication, more efficient resource allocation, and better alignment with project objectives, all of which are important for refining leadership skills and enhancing employee skills. This finding aligns with present research.^(33,34,35,36)

Moreover, the study checks that organizational cultural diversity (OCD) significantly affects both project leadership development and skill performance, thus supporting Hypotheses 5 and 6. Organizational cultural diversity increases the Ministry's capacity to streamline operations, reduce waste, and promote efficiency, fostering a culture of constant improvement and skill development. Previous research substantiates that those diverse methods in the public sector add significantly to organizational performance by optimizing resources and encouraging a performance-driven environment.^(37,38,39,40,41)

The study checks that project leadership (PL) has a positive effect on skill performance, supporting Hypothesis 7. This finding is fixed with the following situations.⁽⁴²⁻⁴⁴⁾ In summary, the Ministry's approval of global project coordination, effective policy efficiency, and organizational cultural diversity suggestions a foundation for reaching enhanced project leadership and skill performance. These findings suggest that strategic importance on these factors can main to stronger operational outcomes and enhanced employee skills.

This study focuses the rank of global project coordination, policy efficiency, and organizational cultural diversity in improving project leadership and skill performance in the Jordanian Ministry of Planning and International Cooperation. By adopting a diverse cultural environment, the Ministry can influence varied perspectives to create innovative solutions and strengthen leadership skills. Enhanced global project coordination lets for better resource management, clarity in roles, and timely project delivery, all of which add to improved performance outcomes.

The implications for policy efficiency are also major. Efficient policies enable the Ministry to reduce waste, streamline workflows, and increase efficiency, ultimately associate both leadership and skill development initiatives. The effective implementation of these strategies is key for building an agile and resilient organizational framework that can adapt to evolving responsibilities and keep long-term success in public administration.

Accordingly, further research could look at specific dimensions of global project coordination and their individual things on project leadership and skill progress in public-sector institutions. Additionally, see the sights the role of inter-departmental coordination and its effect on effective policy efficiency could provide valuable insights for successful public-sector project outcomes.

An analysis of the long-term impacts of policy effectiveness on public-sector performance would also be beneficial. Specifically, future studies could effort on identifying key policy methods that have the most significant effects on skill performance and resource optimization. Evaluating these essentials in various public administration contexts could offer a broader considerate of how policy efficiency principles can develop effectiveness and efficiency.

CONCLUSION

This study aimed to study the effect of global project coordination, policy efficiency, and organizational cultural diversity on project leadership development and skills performance. For that purpose, the Ministry of Planning and International Cooperation in Jordan was chosen to collect all needed data to see how the global project coordination, policy efficiency, and organizational cultural diversity could improve project leadership improvement and skill performance at the Jordanian Ministry of Planning and International Cooperation. It was found that global project coordination led to innovative thoughtful and improve leadership skills, while structured policy efficiency paved the way to operative resource input and clear communication. Organizational cultural diversity created a streamlined, waste-reduced environment that adopted both operational excellence and skill enhancement. Through studying these values, the Ministry could develop its operational efficiency and accomplish greater adaptability to meet changing public demands through viewing the part of high effective global project coordination, effective policy, and culturally inclusive workforce. That all would place the Ministry in a stronger position to increase employee performance and stand long-term accomplishment in the public sector.

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CONFLICT OF INTEREST

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