



THE IMPORTANCE OF LEADERSHIP COMPETENCE IN THE FORMATION AND MANAGEMENT PROCESS

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Annotation: The article analyzes the content of leadership competence, the process of its formation and its impact on the management system. It considers what components the concept of competence consists of in order to meet the modern requirements of leadership. Based on international experience, the practices of Uzbekistan and foreign countries, the contribution of competent leaders to the development of the organization is highlighted.

Keywords: leadership competence, management process, management, education, innovation.

Аннотация: В статье рассматривается эффективное использование руководителями социально-психологических методов для повышения поведенческой культуры сотрудников. Анализируются психологические инструменты, методы коммуникации и стратегии лидерства для улучшения рабочей среды, повышения мотивации сотрудников и обеспечения эффективности. Также будет изучен передовой опыт Узбекистана, России, США и стран Европы и обсуждено его практическое внедрение.

Ключевые слова: Лидерство, поведенческая культура, социально-психологические методы, коммуникация, мотивация, лидерство, эффективность труда.

The modern education system requires not only organizational and managerial potential, but also pedagogical, innovative and strategic competencies from the leader. The head of education plays an important role in determining the development strategy of the institution, monitoring the quality of education and properly organizing personnel policy.

Methodology

The article analyzes theoretical research on educational management, practical experience in the Uzbek and international education systems, as well as scientific sources on management models of advanced educational institutions.

1. The main factors of leadership competence

- The effective work of a leader depends on the following factors:

- Pedagogical competence - a deep understanding and development of educational processes.

- Management competence - effective allocation of resources, team management.

- Innovative thinking - the introduction of digital education and modern technologies.

- Strategic planning - determining long-term development directions.

2. The role of the leader in the education system of Uzbekistan

The requirements for leaders of educational institutions in Uzbekistan are set out in presidential decrees and government resolutions. In particular:

State programs aimed at improving the quality of education (Development Strategy for 2022–2026).

Improving the system of attestation and accreditation of educational institutions (Resolution of the President of the Republic of Uzbekistan, April 6, 2021, No. PQ-5085).

3. International experience

In leading countries in educational management, improving the competence of leaders is carried out in the following areas:

Finland - mandatory management and pedagogy courses for educational leaders.

Germany - autonomy of educational institutions and the ability of leaders to make independent decisions.

USA - orientation of leaders to practice through "Educational Leadership" programs.

4. Practical recommendations

A system of competency assessment and development for leaders should be introduced.

It is necessary to organize special courses on educational management in higher educational institutions of Uzbekistan.

It is necessary to expand training and advanced training programs that teach digital technologies and innovative management methods.

The role of the head in education

Leadership in educational institutions is a responsible and multifaceted process, and the leader directly affects the quality of education, the effectiveness of staff and student results. The following are the main tasks of the head of an educational institution:

1. Strategic management and development

Defining and implementing the general strategy of the educational institution.

Developing programs that comply with state and international educational standards.

Managing the introduction of innovative educational technologies and modernization processes.

2. Managing the pedagogical process

Controlling the quality of teaching and improving the skills of pedagogical staff.

Improving curricula and introducing international experience.

Developing additional programs and projects to improve the level of knowledge of students.

3. Financial management and resource allocation

Managing the budget of the educational institution and increasing financial efficiency.

Proper use of financial resources and attracting grants and sponsorship funds.

Infrastructure development and strengthening the material and technical base.

4. Personnel management and motivation

Coordination of the activities of teachers and technical staff.

Establishing a system of support and encouragement for the professional development of employees.

Building an effective team and improving the internal environment.

5. Social cooperation and public relations

Effective cooperation with parents, local communities and educational authorities.

Increasing the prestige of the educational institution and participating in international ratings.

Establishing cooperation with the private sector, international organizations and donors.

6. Monitoring and evaluating the quality of education



- Analyzing the academic results of students and developing measures to improve them.

- Assessing the performance of teachers and providing them with methodological instructions.

- Introducing a self-assessment system and conducting independent accreditation processes.

The effective implementation of these tasks by the leader serves to increase the quality of education and the prestige of the institution. A modern leader must have innovative thinking, understand global educational trends and be able to adapt them to his institution.

The results of the study showed that the development of leadership competence is an important part of strategic management. To ensure effective management:

- It is necessary to expand leadership training in the public and private sectors.

- It is necessary to introduce interactive training programs using international experience.

- Special attention should be paid to the development of psychological and communicative skills of leaders.

The professional competence of the leader can be analyzed in the following areas:

1. Management competence

- Determining the strategic goals and objectives of the educational institution.

- Implementing and monitoring an effective management system.

- Compliance with legislation, regulatory documents and educational standards.

2. Pedagogical competence

- Knowledge of teaching methodologies and modern pedagogical approaches.

- Effective work with pedagogical staff and improving their skills.

- Using innovative technologies in the educational process.

3. Social and communicative competence

- Establishing effective communication with teachers, students and parents.

- Working with a team and developing human capital.

- Increasing the social rating of the educational institution and cooperating with stakeholders.

4. Analytical and innovative competence

- Analyzing modern trends in the education system.

- Implementing innovative projects and introducing new approaches.

Development of strategies to improve the quality of education

5. Legal and economic competence

- Management of the financial activities of an educational institution.

- Budget formation and effective use of resources.

- Knowledge of laws and regulations in the field of education and their implementation.

Ways to improve the competence of a leader

Continuous professional development: The leader should participate in international and local educational programs, attend scientific meetings and conferences. Development of leadership skills: Studying effective management methods and focusing on motivating the team. Mastering modern technologies: Using electronic learning systems and digital technologies in management.

Conclusion



Improving the competence of a leader directly affects the development of enterprises and organizations. In the conditions of Uzbekistan, it is important to develop a system of continuous education and use international experience in this regard. A competent leader is the key to a successful organization, he must be able to conduct strategic planning, introduce innovations and effectively manage human resources. The formation and development of the professional competence of the leader plays an important role in increasing the overall efficiency of the organization. By introducing innovative management methods, using international experience and implementing modern curricula, leaders can form a more effective management system. Improving the competence of the head of an educational institution serves not only to improve the quality of education, but also to effectively organize the overall management system. Therefore, the professional development of the leader in education and its renewal based on modern requirements are of great importance. The development of the competence of the leader in education is an important factor in improving the quality of education and the efficiency of institutions. In the experience of Uzbekistan, it is necessary to use innovative approaches and international experience. A modern educational leader should be a leader who thinks strategically, has mastered digital technologies and has pedagogical competence.

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