

THEORETICAL FOUNDATIONS OF MODERN MANAGEMENT TRAINING

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Abstract

The article presents opinions about the modern leader and modern approaches to the implementation of leadership-specific management styles. The content and essence of the article is determined by the personality of a modern leader and the requirements set for him, the directions of management activities.

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Management (English management) — management, organization) — special management activity; management science. The state of management affects production efficiency, technical and technological level, and the quality of the labor force. The content of management science is the interaction between the management system and the object of management, and its main task is to study modern methods of management, the secrets of the art of leadership.

At a time when the economy of our country is growing at a rapid pace, leadership skills are important in ensuring free competition and the well-being of the population, and in effectively organizing management activities in organizations and enterprises. A leader must have a broad worldview and a system of thinking about internal interactions in organizations and their final interaction with the external environment. He should know how to go to high universal human qualities and psychological abilities, intelligent and conscious risk.

The main personal qualities of a modern manager are:

Thirst for knowledge, professionalism, innovation and creative approach to work,

Determination, self-confidence and self-sacrifice;

Unlimited thinking, ingenuity, initiative and the ability to generate ideas.

Psychological ability to influence people;

Communication skills and a sense of accomplishment,

Emotional balance and resistance to stress;

Openness, flexibility and easy adaptation to ongoing changes;

Situational leadership and personal energy in corporate structures;

Internal need for self-development and self-organization:

Energy and vitality;

Propensity for successful defense and equally effective attack;

Responsibility for actions and decisions;

The need to work in a team and in a team.

Another important aspect is what should be the leader's image? First of all, let's pay attention to the term image. Image - (eng. image - image, image) is a specific synthetic image that appears in the minds of people in relation to a specific person, organization or other social object, embodies information about the perceived object and encourages social behavior. . Creating the image of a modern leader is his face, clothes, heart, sound mind, behavior culture, mastering the art of management, competence: knowledge, thinking, professional skills, insight, human qualities such as modesty, politeness, beauty, It is to raise the authority of a person, to raise his reputation, to be respected, relying on the traditions of morality, teaching and example, teacher and student.

In the management system, the activity of the manager occupies an important place. This is a political and classical activity by its very nature. The leading employee implements the state instructions, he is the representative of the state in the economic system. In other words, a real leader is a leader of this team, he is a person who looks after the benefit of his company and organization and protects the honor of the company.

Organization of management activities on a scientific basis requires managers to know various modern methods of management and be based on them, to be able to determine the direction of ideas, to regularly study best practices and scientific and technical achievements, to apply them in their activities, to manage in the process of organizing innovative activities, organizing and leading the activities of employees, that is, coordinating the behavior and relations of people operating in different directions, organizing the correct use of their opportunities and abilities, motivating and specifies a number of requirements such as control.

The main work style of the leader can be creative, authoritarian, liberal, democratic.

Creativity (creative approach) - the leader's ability to see the work, foresee the final result, plan the strategy, tactics, technology of the work in advance and solve it with determination, attract the team and partners to the problems of the institution, and be able to attract their attention it seems

Authoritarian leadership method - strictness, principledness, dominance, recognition of the opinion of a single person, interpersonal relations are carried out according to the judgment of only one person, and are based on the principle of sole rule.

The liberal leadership method is based on the principles of freedom of activity, mutual cooperation between the leader and employees, lack of creativity, empathy, mutual indifference.

In the **democratic leadership** method, mutual cooperation, taking into account the opinion of others, equal rights, avoiding differences, encouraging independent thinking, acting on the basis of solidarity, "I" and "we" principle are followed.

It is possible to single out the following requirements set by the directions of management activity of a modern leader:

1. In the direction of organizing and managing the activities of the organization: setting tasks to achieve the set goal; pre-planning activities, choosing implementation guidelines, making decisions; selection of specialists according to the content and essence of tasks and distribution of performed tasks; collecting and analyzing information based on questionnaires and interviews among employees and participants to determine the development tendency and dynamics of the institution; revising and updating tasks set in the direction of development and improvement of the organization's activities, selection and placement of personnel based on state requirements for positions; organization of innovative activities of employees; control the execution of decisions and orders.

2. In the direction of ensuring the efficiency of methodological development of the organization's activities: ensuring the use of best practices and modern information technologies in the institution's activities; implementation of international and national requirements and organizing their monitoring; organization of the work process on a scientific basis, organization of training and retraining of employees; providing material-technical and modern scientific-methodical products.
3. In the direction of improving scientific and analytical work of the organization: Taking into account the solution of problems related to the development of the activity process in accordance with changes in the external environment; use of modern approaches in introducing innovations in management; search for new ways and means of achieving the intended goals based on regular updating and development of concepts; organization of self-management and cooperative management; foresee and plan the regular development of the institution; developing the team's scientific-methodical and scientific-research potential.
4. In the direction of innovative creative activity: creating a creative environment in the organization, forming interest in initiatives and innovations among employees; creation of necessary conditions for adoption and implementation of innovations; stimulation and support of innovative activities.
5. In the direction of cooperative management: cooperative decision-making, ensuring the participation of all employees in the decision-making process; taking into account the suggestions and opinions of employees when setting tasks in the direction of achieving the set goal; coordinating the behavior and relations of employees operating in different directions, organizing, motivating and controlling the proper use of their capabilities and abilities, etc.
6. In the direction of self-management: ability to use leadership styles wisely; to be able to control oneself in any situation, to be proactive; living with the pain of many; to be creative, creative and creative; to be demanding and kind, considerate of time, polite; self-assessment, self-diagnosis of one's own activities and personal qualities; try to be fair; pay attention to employees, etc.

The leadership method is a process in which the leader leads the employees towards the development goals of the enterprise or organization. Focusing on the important aspects of the process, intensive socialization and the use of modern management methods to ensure the emotional stability of the employees require skill and knowledge, skills, and qualifications from the leader. does.

In conclusion, it can be said that no one is born as a leader, only he himself - through his hard work and its effective results, a person shows his qualities worthy of leadership. An important factor in the work of a leader is to correctly direct the actions of various management apparatus links in decision-making and execution.

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