



KEY ASPECTS OF LEADERSHIP COMPETENCE

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Abstract

The main aspects of leader competence include: These are strategic thinking, team management, communication skills, problem solving, human resource suppression, ethics, and social responsibilities. Team management is the process of ensuring that team members work efficiently and systematically, targeting one goal. Strategic thinking usually involves analyzing various changing conditions, competition, resources and opportunities. Communication skills are needed to build relationships with people, understand and work effectively. Problem solving is the process of analyzing problems that arise within a team or organization, solving them in an effective way and making the right decisions. These aspects serve as the basis for the formation of competency characteristics of future professional owners.

Keywords: Leader, Leader competence, strategic thinking, management, communication, Human Resource Management, social responsibility, ethics, emotional listening, empathy, nonverbal, problem, communication, clear and correct identification of the problem, analysis, evaluation of results, methods for determining competence.



Introduction

RAHBAR KOMPETENTLIGINING ASOSIY JIHATLARI

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Annotatsiya:

Rahbar kompetentligining asosiy jihatlariga quyidagilar kiradi. Bular strategik fikrlash, jamoani boshqarish, muloqot qilish ko'nikmalari, muammolarni hal qilish, inson resurslarini bosqarish, etik va ijtimoiy mas'uliyatlardir. Jamoani boshqarish-bu jamoa a'zolarini bir maqsadga yo'naltirib, samarali va tizimli ishlashini ta'minlash jarayonidir. Strategik fikrlash, odatda, turli xil o'zgaruvchan sharoitlarni, raqobatni, resurslarni va imkoniyatlarni tahlil qilishni o'z ichiga oladi. Muloqot qilish ko'nikmalari odamlar bilan munosabatlar o'rnatish, tushunish va samarali ishlash uchun zarur. Muammolarni hal qilish — bu jamoa yoki tashkilot ichida yuzaga kelgan muammolarni tahlil qilish, ularni samarali tarzda hal qilish va to'g'ri qarorlar qabul qilish jarayonidir. Ushbu jihatlar bo'lajak kasb egalarining kompetentlik xususiyatlarining shaklanishiga asos bo'lib xizmat qiladi.

Kalit so'zlar: Rahbar, rahbar kompetentligi, strategic fikrlash, boshqarish, muloqot, inson resurslarini boshqarish, ijtimoiy mas'uliyat, axloq, emotsional tinglash, empatiya, noverbal, muammo, kommunikatsiya, muammoni aniq va to'g'ri aniqlash, tahlil qilish, natijalarni baholash, kompetentlikni aniqlash usullari.

Аннотация

Компетентность руководителя относится следующему понятию. Это стратегические мысли, руководство коллективом, умение общаться, решение проблем, управление человеческой ресурсом, социально-этические ответственность. Эти свойства очень нужны в в работе в коллективе так как



они пригодится в достижение цели и определяет эффективность в работе членами коллектива. Стратегические мысли поможет в преодолении разных переменных и анализа возможностей и ресурсов. Умение общаться это показатель качества руководителя умение общаться другими людьми. Решение проблем это решение возникшие проблемы внутри коллектива. Эти свойства является важным показателем в подготовке будущих высоко квалифицированных кадров.

Ключевые слова: Руководитель, компетентность, стратегически мыслить, умение общаться с людьми, решение проблемы, управление человеческими ресурсами, социально-этические ответственность. эмоциональный выбор, эмпатия, невербаль, проблема, коммуникация, четкое и правильное определение проблемы, анализ, оценка результатов, методы определения компетентности.

Introduction

In modern psychology, it is very relevant to analyze the main aspects of leadership competence and apply their positive aspects in practice. "Leadership competence" is a set of knowledge, skills, qualifications, experience and characteristics that a leader needs for effective management. Leadership competence is a set of factors necessary to implement changes in the team he leads and achieve the goals he sets for himself.

The main aspects of leadership competence include:

1. Strategic thinking - Aspects of the leader's ability to see the future, be effective in strategic planning and decision-making.
2. Team management - Aspects of effectively managing team members, motivating them and being a leader for them.
3. Communication skills - Aspects of effective communication, listening and understanding, as well as correctly expressing the opinions of the team.
4. Problem Solving – The ability to analyze complex situations and problems and make appropriate and prompt decisions.
5. Human Resource Management – The ability to manage a team's human resources, provide motivation, training, and development opportunities.



6. Ethical and Social Responsibility – The ability of leaders to maintain and exercise high ethical standards and social responsibility.

These competencies help a leader perform successfully and contribute to the overall development of the team.

Materials, results, methods

It is not possible to cover all of these aspects in one scientific article, so we have tried to analyze some of these features.

Strategic thinking is the process of making decisions and acting based on long-term goals and directions. This competence refers to the ability of a manager or leader to plan for the future of a team and be prepared for changes. Strategic thinking usually involves analyzing various changing conditions, competition, resources, and opportunities.

The main aspects of strategic thinking include the following:

1. Strategic thinking requires long-term planning. The leader must anticipate the future needs and variables of the team.
2. Part of strategic thinking is analyzing the environment, competition, market trends, and internal resources. With the help of these analyses, leaders can make clear decisions.
3. Strategic thinking allows leaders to foresee potential problems and threats. This allows them to take preventive measures and reduce risks.
4. Strategic leaders are quick to adapt to changing circumstances. This means seeing change as an opportunity rather than a resistance to it.
5. Strategic thinking requires data-driven thinking and analysis. Managers make decisions based on statistics, trends, and other important information.
6. Strategic thinking requires the development of new ideas and innovations. Teams must develop new and effective solutions in an ever-changing market environment. Strategic thinking is especially important for individuals in leadership positions, as this competency helps them make the long-term decisions necessary to ensure the growth and success of the organization.

Communication skills are a set of abilities that are necessary to express ideas clearly and effectively, to listen to others, to understand them, and to be successful in interpersonal communication. These skills play an important role, especially in



leadership, team management, and social life. Communication skills are also necessary to build relationships with people, to understand them, and to work effectively.

Key aspects of communication skills:

1. Listening is a key part of effective communication. Active listening means not only hearing what is said, but also trying to understand it fully, and to understand the speaker's intentions and feelings. This includes:

- Active listening: Showing activity by confirming ideas, asking questions, and repeating thoughts.
- Emotional listening: Trying to understand the speaker's feelings and perspective.
- Empathy: Sharing the perspective of others and trying to understand them more deeply.

2. For effective communication, it is important to express your thoughts clearly and understandably. Expressing your thoughts in a short, concise and understandable way helps others to understand you easily. This makes communication more effective and reduces mistakes.

3. Nonverbal communication (or body language) is a type of communication that is carried out through facial expressions, hand movements, body language and tone of voice. In many cases, nonverbal expressions have a stronger impact than words.

During the communication process:

- Your facial expressions.
- Your body type and posture.
- Your hand movements.
- Eye contact.

All of these can enhance or diminish the meaning of words.

4. Asking questions and clarifying through them enriches communication. Questions should, of course, be specific and relevant. Good questions help you understand yourself better and give others more information. By asking questions, you can also demonstrate that you are an active listener.

5. Respecting other people's opinions and perspectives is an integral part of effective communication. It is important to listen to others and give them the opportunity to express their opinions, maintaining respect in communication.



6. Feedback is an important tool in effective communication. Giving positive and constructive feedback to others helps them develop. It also helps to acquire the necessary skills to improve your performance by receiving feedback.

7. Expressing your thoughts openly and confidently is an important factor in communication. It is necessary to maintain respect when expressing your thoughts and treat the opinions of others with respect. Expressing yourself confidently inspires trust in others and creates effective communication.

8. It is important to establish positive and constructive relationships in communication, avoid anger or stress, and always maintain respect. Managing negative emotions and maintaining peace increases cooperation in communication.

9. Another aspect of effective communication is making decisions together and taking into account collective opinions. By exchanging ideas and listening to the group's opinion, all participants can be helped in making decisions.

Well-developed communication skills increase trust within the team, help make the right decisions in difficult situations, and increase the effectiveness of overall work.

Problem solving is the process of analyzing problems that arise within a team or organization, effectively solving them, and making the right decisions. Problem solving skills are important for leaders and other professionals, because every organization and team faces different problems. The following basic steps should be followed when solving problems:

1. The first step in solving problems is to clearly and correctly define them. The problem may be invisible or undefined, so it is important to find the root causes of the problem. At this stage:

- Identify the factors that led to the problem.
- Analyze the incident or situation in depth and collect details.
- Understand all parties involved in the problem (other departments of the organization, team members, etc.).

2. Understanding and analyzing the causes of the problem is essential for solving the problem. At this stage:

- Identify the causes of the problem using analysis tools (for example, the 5N1Q method, "root cause analysis" or SWOT analysis).
- Combat the factors that caused the problem by identifying the root cause.
- Study the situation in which the problem arose in more depth and better understand it.



3. After the problem has been identified and the analysis of its causes has been completed, solutions should be developed. At this stage:

- Develop several solutions and analyze them.
- Solutions can be different, so it is necessary to consider the pros and cons of each option.
- Exchange ideas with the team or experts and choose the most effective solution.

4. After analyzing the solutions, it is important to make the right decision. When making a decision:

- Assess the effectiveness and feasibility of the solution.
- Take into account all factors that affect the solution.
- Take into account the long-term interests of the team and the organization.
- Assess risks and anticipate the consequences of the decision.

5. Once the decision is made, the solution must be implemented. This process:

- Determine the resources and time needed to implement the solution.
- Involve the team in implementing the solution and provide them with the necessary support.
- Monitor the team's behavior during implementation and make necessary adjustments.

6. After the problem is solved, it is important to evaluate the results and analyze its effectiveness:

- Check that the results of the solution are correct and consistent with the expected results.
- Monitor the long-term impact and effectiveness of the solution.
- Optimize or modify the solution if necessary.

7. It is important to learn from the process of solving problems and determine what changes need to be made to prevent similar problems in the future:

- Learn and understand after the problem is solved.
- Improve processes to work effectively in an organization or team.
- Share lessons learned and knowledge with the team, and take necessary measures to prevent future problems.

Techniques that help in solving problems:

- Brainstorming: A group discussion to develop new and innovative ideas.
- Root Cause Analysis: Identifying the root cause of a problem.



- Pareto Analysis (based on the 80/20 rule): Dividing problems into their most important parts and focusing on them.
- SWOT Analysis: Assessing strengths and weaknesses, opportunities and threats. Problem-solving skills help leaders and team members make quick and effective decisions, increase organizational success, and improve team performance.

Conclusion

In conclusion, the analysis of the main aspects of the leadership competence and the gradual implementation of the above aspects and their positive formation in practice are the main ones in the management of the team by the leader. The correct formation of the theoretical foundations of these aspects for future leaders is of great importance in their work with the team and their management.

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