



DEFECTS IN THE ACTIVITIES OF THE LEADER AND METHODS FOR THEIR ELIMINATION

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Abstract

The article scientifically substantiates the shortcomings and defects that negatively affect the modern type of leader, and methods for their elimination.

Key words: leader, managerial activity, leader's self-management, leader's personal values, etc.

Introduction

An analysis of the materials collected in recent years shows that there are a number of flaws and shortcomings in the activities of the leader. Modern management today requires certain psychological characteristics from the leader. Unfortunately, there are some shortcomings in the management process.

We will discuss some of them below.

1. Lack of leader self-control:

The head-employee is not able to manage himself due to the inability to plan his activities, self-control, self-esteem, self-control, self-improvement, self-realization of his mental and physical reserves.

2. Violation of the leader's personal values:

First of all, the leader demonstrates his "I" and individuality among the team with his specific abilities. Employees of the organization and institution, adapted to existing values, realize the leader first as a person, and then as a subject, on the basis of which the attitude and attention to the leader is formed. If the position changes the character of the leader, if some vices appear, he deviates from existing values or refuses them, as a result of which his reputation among the team members deteriorates.

3. The uncertainty of the personal goal of the leader:

Having taken the position, the leader sets ambitious and main goals and makes certain efforts for their phased implementation in practice. Activity, accuracy, consistency and purposefulness are the priorities in the activity. But due to some objective and subjective reasons, the greatness of the goal decreases, the number of specific actions decreases, and the possibility of organizing planned activities narrows. The ambiguity of the goal, or rather its absence, hinders the development of the enterprise, it only indicates the presence of superficial aspirations.





4. Failure of the leader's self-improvement:

In managerial activity, if a leader strives for self-education, self-improvement, independent education, continuous improvement of his spiritual world, then his prospects are bright. However, factors such as the inability to control one's activity, the inability to evaluate it, not to encourage him, to reduce his work on himself, coldness and indifference to his position are manifested. The advice of colleagues working in this area and system, his attitude to work slow him down, his activity gradually decreases.

5. Lack of managerial problem solving skills:

In production, various characteristic problems constantly arise. Arming yourself with tools that are unfamiliar, require a new non-standard approach, require a new solution, are based on creativity - the main task of the leader.

6. The presence of defects in the creative approach of the leader:

Today's development and reforms require a creative search. It always requires the development of new science and technology. Creative thinking, creative plans, grandiose ideas must be in harmony with the spirit of the times. A defect in creativity causes both moral and economic damage.

7. Leader's inability to influence people:

Leadership potential, human culture, etiquette, speech art, personal virtue, will, honesty, diligence, diligence are the main factors influencing people.

8. Inadequate understanding of the features of managerial activity by the head, inability to fit into his field of perception:

Management activities are very complex and include financial, economic, political, legal and educational aspects. It also performs several functions: it reflects the relationship "man-man", "man-technology", "man-nature", "man-image".

9. Weak Leadership:

Leadership is a purposeful implementation of complex interpersonal relationships with a certain structure and interdependence. In addition, it is necessary to perform functions from financial to educational, and for this it is necessary to acquire certain professional skills, otherwise their weakness makes leadership difficult.

10. Lack of employee training, education and training:

Ensuring the development of the organization largely depends on the training and improvement of their qualifications, equipping them with certain knowledge and skills. This problem is reflected in the "National Training Program". If the leader does not teach young people about his experience, then the principle of continuity is violated, their underdevelopment of certain skills creates a blind approach to the



future, and not equipping them with knowledge makes it impossible to talk about development.

11. Low level of workforce cohesion:

A psychologically warm atmosphere in the team is an example of the success of a leader. The psychological environment reflects a stable complex of such feelings as mutual assistance, friendship, compatibility, harmony, mutual understanding, sympathy. Group opinion, group aspiration, collective consciousness, thinking, harmony between communities, interpersonal harmony are the components of the psychological environment.

12. Disciplinary failure to notify employees of news:

The leader may have new ideas, certain goals may arise, but the inability to attract others means that the art of management is weak. To do this, it is necessary not to refrain from "self-promotion", because there is an opportunity to act in the manner of exchanging news.

13. Lack of cordiality, eloquence and tenderness in the process of communicating with people:

Possessing ethnopsychological characteristics, the leader acquires the qualities of cordiality, eloquence and femininity. The desired goal can be achieved by armed with a national image, national consciousness, national character, national feeling, national interpersonal relations. The absence of national characteristics in a certain sense hinders participation in the administrative apparatus.

14. Lack of intelligence and discernment:

In the process of appointment or promotion to a leadership position, the intellect and dignity of a person are taken into account. Because the new leader is fifty percent of the strength of the organization. It is appropriate to emphasize that knowledge, talent, intelligence are important characteristics of a leader.

15. Weak business ability:

The leader of today should be a businesslike, resourceful, thoughtful and meticulous person. Certain achievements cannot be achieved without a quick response to urgent changes. Therefore, only people who have adapted to the market economy and have marketing skills can lead.

The use of various trainings to eliminate the shortcomings of managers gives good results.

I. Teaching the general laws of the transaction:

Teaching the essence of human decency and how to comply with it, games to create a psychological picture of the situation through specific roles, psychodramas, business games, self-management exercises in emergency situations.





II. Trainings related to the acquisition of communication technologies and instruction:

For mastering communication skills, pantomime and pantomime, performing corrective exercises on actual material with tape recorders, conducting corrections based on leading situations, situational scenarios, conducting exercises to form new qualities.

Based on the above analysis, the development of the qualities and qualities characteristic of a modern leader is one of the topical issues of today. Therefore, in the proper organization of managerial activities and the effective performance of their duties by managers, its psychological formation is of great importance.

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