



## LEADERSHIP METHODS IN THE MANAGEMENT ACTIVITY OF NON-STATE EDUCATIONAL INSTITUTIONS

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### Annotation:

The research conducted in this article in the direction of management effectiveness is mainly focused on improving the effectiveness of leadership activities, and most of them are focused on the analysis of leadership styles. In the context of management, the leadership style is the usual actions of the leader in the interaction with the employees in influencing the employees and encouraging them to achieve the intended goal.

**Keywords:** leadership style, management, management, authoritarian, mechanism, manager.

During the organization of the educational process and its implementation, the head of the educational institution, the teacher-employee and the students have a certain defined relationship with each other. In our opinion, this method is not in the form of "superior"- "subordinate" relationship, but "man-man", "man-technology-man", "man-book-man", "man-nature-man", "man- "art-human" means educational relations, and in this, mutual trust, mutual understanding and a friendly attitude in the team, a working atmosphere are created between the leader and the employees. The leader behaves as a member of the team, in front of him every employee feels free and freely expresses his opinions on various issues.

According to the definition of M. Sharifkhojayev and Y. Abdullayev, "management style is a set of methods and ways of solving problems that arise in the management process", "management methods are methods of influencing employees and production teams in general, and these methods implies the coordination of the activities of these employees and teams in the process of achieving the set goals" [2, pp. 167-203].

According to N.V. Revenko, "leadership styles are an integrative feature of the leader's activity, through which the leader's personal qualities, interactions with employees, and the uniqueness of his activity are expressed" [1].

S.S. Gulomov commented on the definition and content of the management style and argues that it can be described as the leader's activity as follows: "Management style is a set of working methods, which uses this management apparatus in its activities. Management style is a set of personal qualities of a leader, the leader's relationship



with his subordinates, the style and methods used by the leader in his activities, the leader's practical knowledge of employees. Management style is derived from management method. Management method is a set of methods and ways of performing management activities" [3, p. 208].

It is clear that a voluntary leader does not have a constant live communication with all his teachers-employees, however, the fact that all teachers-employees, as well as students, have a constant, direct interaction with the leader is reflected in educational relations. Such a direct influence occurs in the educational process from a distance, without communication, and both the leader and the teacher-students can be affected by it. That is, how the appearance, dress, achievements of teachers and students, victories in various competitions in science and sports affect the leader's mood and his rating. reputation among leaders, interest in science and technology, sports and art have such an effect on the activity and mutual relations of teachers and students.

In addition to the proper organization of the communication process and non-communication interaction processes in "human-human" relations, it is also necessary for leaders to be able to correctly evaluate the work of their employees. Appreciation of the work of a simple cleaner by the leader, as well as teachers with advanced experience in various activities, as well as rewarding and encouraging conscientiously working cleaners and other technical staff, makes it possible for conscious discipline to take the place of forced obedience among team members.

As for the "human-book-human" relationship, as a person gains experience throughout his life, he creates a book by writing down the problems he encountered in his life and their solutions, the news necessary for human needs. serves as one of the main sources in finding its place.

Therefore, the leader's knowledge, academic level, scientific and creative work have an impact on his position in the team and the activities of team members. It is necessary for the leader to constantly work on himself, to be aware of scientific and technical news in time, to read a lot of books. It shows in the relationship with staff and students.

News created by the leader, his scientific and creative work, books, manuals or scientific and methodical articles can serve as one of the main tools in organizing educational relations in his team, that is, the head of the educational institution personally participates in scientific and practical conferences on various topics. if he participates with his articles, enriches the school library with new literature, organizes training seminars on science and technology innovations, he creates the necessary conditions for the team to engage in scientific and creative activities, as well as



teachers' work on themselves, knowledge, experience and skills will create a basis for the creation of a creative environment that requires them to develop.

Environmental education in educational institutions is a component of the educational process, and it is important in the development of teachers and students' conscious attitude to nature, a sense of responsibility for the preservation and increase of natural resources, and the development of skills in practical solutions to environmental problems. Therefore, the "human-nature-human" relationship imposes great tasks on managers in management activities, for example, the external appearance of the educational institution, that is, the types of fruit and ornamental trees and flowers on the land plots, their care and the care given to them. In addition to influencing the leader's rating, attention also affects the attitude of teachers-employees and students to nature.

Understanding and paying attention to the interaction of man and nature is the process of development of a person's scientific worldview, and in this process, educational relations in the form of "man-nature-man" are manifested, and this involves the assimilation of the laws of nature by man, education about the laws of nature. on the basis of education, ideas about the integrity of nature and the change of the environment by man are formed.

In the "human-technical-human" relationship, the heads of educational institutions should be familiar with the technical means of teaching, be interested in computer technologies and use them wisely, and achieve the use of slides, electronic textbooks, and electronic versions of educational-laboratory exercises in classes and meetings, educational seminars, and manage the school. gives a positive effect.

Having new generations of computer equipment in the educational institution and creating the necessary conditions and opportunities for all teachers and students to use them, as well as for them to learn to use computer equipment, will strengthen the respect and attention of teachers-employees and students towards the leader, and their computer skills. along with developing their interest in the techniques, encourages them to learn to use them and to use the created opportunities independently.

"Human-art-human" relations are also of special importance in the management process in educational institutions, because where there is art, the desire for innovation, love, and humanity prevail. Everyone is interested in some kind of art, loves to listen to some artist, and when they see or hear him, their mood involuntarily rises. The interest of the head of the educational institution in art affects not only the management process, but also the educational process, because there may be several future great artists among the students.



The head of the educational institution should always pay attention to the subjective and objective factors that affect the creative attitude of employees to work. In educational relations, an educational influence is shown to a person through various means. One of these tools is the personal example of the head of the educational institution's interest in art, his attitude to art and art forms, the activity of art circles in the educational institution, the participation of teachers and students in various holidays and competitions. and it is manifested in their ability to participate in evenings held on subjects and in the timely encouragement of those with such abilities by the leader.

A leader who works in this style encourages initiative, treats everyone sincerely, does not show superiority of his position, creates a favorable situation for cooperation, allows subordinates to participate in decision-making, correctly reacts to criticism expressed by them, and takes into account different situations. does.

Analyzing the development of existing views on the problems of learning leadership styles in management activities, M. Meskon, M. Albert, F. Khedouri distinguishes three stages of the development of research in the direction of the problems of leadership styles: the first stage is the person's approach; the second stage is a behavioral approach; the third stage is a situational approach [8].

According to them, none of the listed models is perfect, and all of them have been thoroughly criticized in foreign and domestic studies. In this case, if we are talking about the situational approach, then their main drawback is that they focus too much on adaptation to existing conditions. A method that focuses on things and events in the most convenient way is effective.

In modern science, problems in the direction of the relationship between the concepts of "leadership style" and "leadership style" are one of the most relevant theoretical problems.

The influence of a person on a team can be expressed through concepts such as leadership and leadership. But leadership and leadership are different. The main difference is that the leader coordinates and leads the official relations in the team, and the leader coordinates and leads the informal relations in certain groups and in certain areas within the team. The nature of leadership is very complex, and in psychology, leadership is often viewed from the point of view of the role of a certain person in group activities, that is, a leader is considered to be a person who can show activity in relation to others in performing group tasks in a certain situation.

So, the leader is such a member of the group that he is at the head of all group processes and can influence others with his actions. A leader has such a position in a certain group, in a certain direction, that he is a person who has gained reputation in





the course of daily communication and various relationships due to some positive and strong qualities. He doesn't actually claim leadership, but because of his popular behavior, people can choose him in elections or nominate him for leadership.

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