



FUNDAMENTALS OF DEVELOPING IMPORTANT PROFESSIONAL QUALITIES IN FUTURE OFFICERS

Tokhtayev Nasim Yakhyoyevich,

Head of the Cycle of the Military Training Center of the National University of Uzbekistan named after Mirzo Ulugbek, Associate Professor, Lieutenant Colonel

Abstract

This article talks about the procedures for developing professional qualities in future officers.

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Introduction

Today's policy of our country requires attention to universal human values in the field of education. In this regard, modern education makes serious demands on future officers. The purpose of this is to determine the main personal qualities that help to enter into social relations and to focus on the issues of their application in independent activities and responsible management of all activities. One of the qualities that determine the social development indicator of a person is responsibility. It is clear to all of us that the cornerstone of development and the force that makes the country powerful and the nation great is science, education and training. The bright future of our country and our country is closely related to the education system and the education we give to our children. The great Greek scientist Aristotle said, "The fate of the country is decided by the education of the youth". These thoughts were expressed before Christ. Therefore, the issue of education and upbringing has always been gaining urgent importance since the time when humanity began to live a conscious life. The traditions and values of the officer's profession have unique traditional qualities and aspects that shape society's attitude to the officer's profession. As for traditional characteristics and qualities, they are usually strengthened during important historical periods and times, characteristic of officers of all types of troops and determine the formation of society's attitude to the officer community.

Education (from arabic – to develop; care, to grow; to teach; to impart knowledge) – to educate, inculcate morals, to bring a person to adulthood, to raise, to grow; a set of





exercises aimed at forming and developing a person's work, manners and personal skills, ensuring that he has the qualities necessary for living in society.

"Virtue" means an advantage, a positive quality; we understand the good work. His beautiful behavior played an important role in gaining respect and prestige among people. Virtues such as sweetness, gentleness, respect for elders, honor for children, and generosity adorn human life. Formation of important professional qualities in future officers is important in preventing problems such as effective functioning of the military forces and leaving the military service. Here are some mechanisms to help develop these qualities:

1. Leadership training: officers should undergo comprehensive leadership training to develop their ability to inspire and guide subordinates. This includes decision-making skills, effective communication, and the ability to lead by example. Leadership development is a key element in officer development and is critical to their ability to effectively lead and manage military units. Let's take a closer look at the main components of leadership training for future officers:

Decision-making skills: officers are placed in situations that require quick and decisive decision-making. Leadership training is aimed at developing the ability to quickly assess information, analyze potential outcomes and make the right decision. It includes scenario-based exercises and case studies that simulate real-life problems.

Effective communication: at the heart of successful leadership is communication. Officers must be adept at communicating information clearly, articulating expectations, and ensuring subordinates understand their roles. Curriculum emphasizes oral and written communication skills, developing the ability to communicate complex ideas in an easily understandable manner for diverse audiences.

Leading by example: officers must set a standard of behavior and professionalism. Leadership training inculcates the principle of leading by example, emphasizing that officers should embody the values and standards expected of their subordinates. This includes personal integrity, commitment to duty, and adherence to ethical standards.

Team dynamics: effective leadership involves understanding and managing team dynamics. Officers are trained to recognize the strengths and weaknesses of team members, distribute tasks appropriately, and create a cooperative and positive environment. Group exercises are often used to reinforce these principles.

Adaptation and flexibility: military operations can be dynamic and unpredictable. Leadership training teaches officers to adapt to changing circumstances and be flexible. This includes the ability to change plans, revise strategies, and remain calm under pressure.





Strategic thinking: officers consider the broader mission and long-term goals.

3. Discipline and accountability: officers must be subject to a disciplined training environment that emphasizes accountability for their actions. It helps to form a sense of responsibility and commitment to duty, reduces the likelihood of absconding. Discipline and responsibility are the main pillars of military training for officers and form the basis for developing a strong sense of responsibility and devotion to duty. This rigorous training environment not only shapes officer behavior, but also serves as a deterrent to acts such as desertion. Here is a closer look at how discipline and accountability can contribute to officer development and desertion prevention:

Code of conduct: officers are familiar with a code of conduct that sets out the standards of behavior expected. This code provides a guiding framework for their conduct and emphasizes the importance of discipline, compliance and accountability for their conduct. Military training of officers is characterized by a systematic and disciplined approach. It involves rigorous physical training, adherence to a schedule, and strict adherence to rules and regulations. A structured environment helps build discipline as a key aspect of an officer's character.

Accountability for subordinates: officers are taught to be accountable not only for their own actions, but also for the actions of their subordinates. This responsibility creates a sense of responsibility for the well-being, performance and behavior of subordinates. **Immediate consequences for wrongdoing:** the military justice system is designed to ensure swift and fair consequences for wrongdoing. Officers understand that any deviation from established standards can lead to immediate consequences, reinforcing the importance of discipline and accountability.

Leadership responsibility: officers have a high level of leadership responsibility. It means taking responsibility for positive or negative decisions, actions, and outcomes. Being held accountable to senior officers fosters a culture of accountability throughout the military hierarchy.

Performance reviews: regular performance reviews provide a mechanism for evaluating officer compliance and accountability. These reviews offer constructive feedback and identify areas for improvement and reinforce the expectation of high standards.

Ethical decision-making: discipline and accountability are closely related to ethical decision-making. Officers are taught to consider the ethical consequences of their actions and understand that responsibility goes beyond compliance to include moral and ethical responsibilities.

Team responsibility: team cohesion is based on mutual trust and accountability. Officers know that their actions affect the overall effectiveness of the team and that a





breach of discipline can jeopardize the success of the entire unit. This concept reinforces the importance of personal responsibility.

Corrective actions and rehabilitation: discipline is not just punishment, it also includes corrective actions and rehabilitation. Officers who deviate from expected standards are provided with opportunities for improvement, ensuring that discipline serves as a tool for growth rather than as a deterrent.

Promotion and promotion criteria: discipline and responsibility are often considered in promotion and promotion decisions. Officers who consistently demonstrate these qualities are more likely to be recognized and given greater responsibility within the military hierarchy.

4. Problem solving and critical thinking Skills: officers must be adept at analyzing complex situations, making sound decisions, and adapting to changing circumstances. Curricula should emphasize problem-solving and critical thinking skills to enhance the ability to solve a variety of problems. Problem-solving and critical thinking skills are essential for officers who must manage complex and dynamic situations in the military. Effective training in these areas prepares officers to analyze problems, make informed decisions, and adapt to changing circumstances. Here's how problem-solving and critical thinking skills are incorporated into military training for officers:
Scenario-based training: officers participate in scenario-based training exercises that replicate real-life situations. These scenarios present a range of challenges from tactical dilemmas to strategic decision-making, challenging officers to apply critical thinking skills in a dynamic environment.

5. Communication skills: effective communication is essential to maintaining order and cohesion in military units. Officers must be trained in clear communication to ensure that instructions are understood and followed. Communication skills are critical to the military, as effective and clear communication is essential to maintaining order, cohesion, and operational success within military units. Properly trained officers can minimize misunderstandings, increase coordination, and foster a sense of unity among their teams, thereby reducing the likelihood of problems such as desertion.

How communication skills are emphasized in military training for officers:

Clear and clear orders: officers are trained to communicate clear orders to their subordinates. This includes using clear language, avoiding unnecessary complexity, and ensuring that instructions are easily understood in different operating environments.

Radio communication training: officers receive training in radio communication, an essential aspect of operational effectiveness. This training includes using standardized





communication protocols, maintaining brevity, and ensuring accurate and clear communication.

Written communication: officers are trained to accurately prepare written reports, briefings, and other documents. Clarity in written communication is essential for conveying complex information, ensuring that all relevant details are accurately conveyed.

Cross-cultural communication: military operations often involve working with different groups and interacting with individuals from different cultures. Officers undergo intercultural communication training to improve their ability to communicate effectively in diverse and international settings.

Interpersonal skills: officers are trained in interpersonal skills to build relationships and trust within their communities. This includes active listening, empathy, and the ability to address concerns or issues raised by subordinates.

6. Continuous professional development: learning should be a lifelong process for officers. Continuous professional development programs ensure that officers stay abreast of new technologies, strategies and best practices. This continuing education strengthens their skills and commitment to their roles. Continuing professional development (CPD) is an important aspect of military education for officers, recognizing that learning is a lifelong process. CPD programs keep officers up to date with new technologies, strategies and best practices, strengthening their skills and commitment to their roles. How continuous professional development is integrated with officer training:

Technology and equipment upgrades: military equipment is constantly evolving. CPD programs keep officers updated on the latest advances in equipment, weapons systems and communications technology. This ensures that officers are aware of and proficient in using the most up-to-date tools available.

Strategic and tactical training: military strategy and tactics evolve based on lessons learned from past conflicts and emerging geopolitical realities. CPD programs include strategic and tactical training that enables officers to adapt to changing circumstances and stay ahead of potential threats.

Leadership workshops and seminars: leadership principles are dynamic and new leadership theories and practices emerge over time. CPD includes seminars and workshops focused on leadership development, providing officers with an understanding of effective leadership strategies and management techniques.

Ethics and legal updates: military officers must adhere to ethical standards and legal guidelines. CPD programs include updates on ethical considerations, international



law of armed conflict, and changes in military regulations, ensuring a high level of officer professionalism.

In general, in the formation of the professional qualities of the future officer in pedagogues, his thinking, striving towards the goal, intellectual potential, qualifications and skills, as well as the unity of his emotional and volitional qualities, loyalty to his duty, professional and personal is formed by regularly improving their qualities and expanding the scope of scientific and creative thinking. A comprehensive and multi-faceted approach to officer development, including leadership, ethics, discipline, resilience, teamwork, communication, crisis management, continuous learning and mentoring, is critical to creating well-rounded officers to perform their duties.

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