

## FACTORS FOR THE DEVELOPMENT OF PERSONAL DETERMINANTS OF THE FORMATION OF MANAGERIAL COMPETENCIES AMONG YOUTH LEADERS

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### ANNOTATION:

Leadership education is a crucial component of student development. There are many skills and competencies included in direction development. Student governance development (SLD), education provides students with opportunities to demonstrate and develop their leadership skills at a young age. There is currently an argument for combining student leadership development opportunities into the formal education model. To explore the changing landscape of supervision education, a literature review has been undertaken in order to provide working definitions, the importance and history of student direction development (SLD), providing governance education programs and how educators might engage in leadership education.

**KEYWORDS:** Leadership education, Crucial component, Skills, Competence.

### INTRODUCTION

The modern, rapidly changing world demands quality leadership and post-secondary education is a crucial time for young people to develop leadership skills. The traditional belief that leadership is an inborn characteristic trait that only some people possess has changed and been replaced with a belief that anyone can learn and improve their capacity to lead.<sup>1</sup> Higher education institutions around the world, recognizing the importance of leadership competencies, have made it part of their educational mission to provide students with leadership experiences.

“Are female leaders better than their male counterparts in the management of organizations?” This has become a prevalent overarching debate in contemporary leadership literature. The debate, in itself stems from the stereotyping perception that has pervaded both organizational leadership literature and practice which suggests that males are more suitable and competent in managerial roles than their female counterparts.

Gender-role stereotypes, i.e. the characterization of certain jobs as predominantly masculine (e.g. engineering, construction) or feminine (e.g. catering/hospitality, nursing) is quite prevalent in society and more pronounced and firmly established in high-power distance culture as an acceptable normality.<sup>2</sup>

Managers, in the organizational context, are considered by their subordinates as leaders and managerial roles are characteristically masculine, rather than feminine. Other scholars suggested that prejudice toward female leaders generally follows from the perceived incongruity between the characteristics of women and the requirements of leader roles.

The authors further stated that such prejudices also varies, depending on the leadership context and more important, the characteristics of those who evaluates the leader. However, the relevance and indeed

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<sup>1</sup> Alypova I.A. Interrelation of leadership potential and self-actualization of adults // Bulletin of Vyatka State University for the Humanities. 2012. Issue 3. pp. 35-39.

<sup>2</sup> Andreeva G.M. Social psychology. M.: Aspect Press, 2009. 384 p.

significance of the debate has been de-emphasized as there is no correlation between gender and managerial competence. Nonetheless, the need still exist for researchers to further interrogate the phenomenon in order to arrive at scientifically established conclusions given the continued marginalization and underrepresentation of women in top managerial positions.

At this juncture, it is important to clarify two points upfront. The focus of this article is not predicated on men and women in biological terms, but on leadership roles within the context of social and contemporary organizational settings. Second, there is an overlap in the way that the terms leader and manager are used in many literature. Although there are some commonly accepted differences between leaders and managers, the terms are however used synonymously for the purpose of this article.

The leader must meet a number of requirements. The term "lead" is used in annotated dictionaries to refer to a variety of information such as management, counseling, observation, guidance.

Eliminating negative flaws in the leadership style means increasing attention to all elements of management. First of all, the leader should be free from the above defects and organize his way of work at the time of the following positive qualities:

1. It is necessary for the leader to skillfully use his rights and authority in the harmonious conduct of the interests of the public in harmony with the personal interests of the team and employees. But without compromising the interests of the state, personal interests should be subject to general interests.

2. Production is well managed only by a leader who has a reputation in the team. At the moment, it should be remembered that prestige is gained not only by the position of service, but, first of all, by knowledge, experience, attitude to work and employees. The leader will be restrained, polite and courteous in any situation. It is a duty to be able to control one's own behavior, to follow the example of those who yoke while walking, who know their mood and intuition.<sup>3</sup>

3. The order does not appeal to everyone. For this reason, the order issued to the staff of the collar should be carried out not only in the form of a direct order, but also in the form of an assignment and task, advice. In this place, it is not without benefit to know the following instructive way of working.

Leadership style has a certain interaction with management techniques. The control method also consists of a complex of methods and paths for the implementation of the control activity, an effective, purposeful effect on the control system, that is, a mechanism for the implementation of control functions.

But it should be noted that the method is an independent concept that does not depend on a purely objective leader. The style although it also consists of a complex of methods of influence, differs from the method, determined by the subjective, individual characteristics of one or another leader.

For comparison, it can be said that although the musical notation is the same for everyone, but the style of performance (manner) of musicians is different.

We can see this in the examples below. All managers must use the economic method of Management in order to motivate employees. It is also possible to issue a command and leave it unattended, as well as establish clear and practical control over its execution.

Thus, the implementation of certain methods is approached by different leaders with their own individual methods.

At the same time, it would be wrong to look at the leadership style as having an entirely individual basis. The leadership style is influenced by many objective factors, such as the laws and principles of management,

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<sup>3</sup> Narzulla Boymurodov "psychology of leadership "Tashkent" generation of the New Century " 2007,68.

the unified requirements for leaders, the social-psychological environment in the team, the methods used by top leaders in management.

Therefore, in the activities of each leader, subjective and objective elements of the leadership style are mixed. Subjective elements of the leader:

- performance and personal qualities;
- client, ability and interest;
- knowledge and skills;
- manifested in such qualities as entrepreneurship and initiative. <sup>4</sup>

The practice of assessing the workmanship and spiritual and cultural qualities of leaders shows that the first place in this is faithfulness, a sense of personal responsibility for the assigned work, holiness, conscientiousness, kindness and attention to people. The ability to make informed decisions independently and quickly, to be personally disciplined, hard work, organizational skills, the ability to establish and maintain discipline in a team is highly valued.

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<sup>4</sup> Babaeva N.M LEADERSHIP STYLES AND THEIR DESCRIPTION.p.81