



THE CONCEPT OF MANAGEMENT COMPETENCE AND ITS RELEVANCE

N.Sh. Djumaniyazova

**independent researcher at the Institute for Retraining and Advanced
Training of Directors and Specialists of Preschool Educational
Organizations**

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ABSTRACT

*The article comprehensively discusses the concept of
managerial potential and its relevance.*

Managerial potential is the ability of a leader to effectively manage an organization, rationally use resources, make the right decisions in changing conditions, and direct the team towards a common goal. It consists of the following main components:

Strategic thinking - development and implementation of long-term development plans.

Innovative management - introduction of new technologies and application of pedagogical innovations.

Team management - motivation of employees, possessing managerial skills.

Communicative competence - effective communication with parents, teachers, and the public.

Resource management - rational use of material, financial, and human resources.

Monitoring and analysis - assessment and improvement of activity efficiency.

Systematic development of a leader's managerial potential requires not only conducting a specific course or seminar, but also a continuous, modular, and step-by-step approach.

The diagnostic and planning stage is the basis of the mechanism for developing the managerial competence of the director of a preschool educational organization. It not only determines the current state and needs of the organization, but also sets a strategic direction for future development, which ultimately helps to improve the quality of education and improve management practices.

Stage 2: Development and implementation of training programs

At the second stage, training and development programs are being developed and implemented aimed at strengthening and expanding the director's competencies:

Creation of customized training programs, including trainings, seminars, online courses.

Introduction of coaching and mentoring practices with the participation of experienced leaders and specialists in the field of educational management.

Organization of seminars and master classes that demonstrate successful management practices.

The second stage of the model for developing the managerial competencies of the director of a preschool educational organization involves the development and implementation of comprehensive training programs. These programs are aimed at strengthening existing competencies and acquiring new competencies necessary for effective management and management.

Key components of the training programs:

Creating personalized training programs: Developing personalized training programs, including trainings, seminars, and online courses, allows you to address the specific needs and goals of each director. These programs can cover a variety of aspects, from strategic management to innovative educational technologies, which ensures deep and multifaceted learning.

Introducing mentoring and coaching practices: Collaborating with experienced leaders and specialists in educational management through mentoring and coaching. These interactions give directors the opportunity to learn from experts with deep knowledge and successful experience in solving management problems, which significantly accelerates educational and professional growth.

Organizing seminars and workshops: Conducting workshops and practical exercises that demonstrate successful management practices and techniques. These activities allow directors not only to put theoretical knowledge into practice, but also to share experiences with colleagues, discuss problems and find new solutions in collaboration.

Scientific basis of the approach

The use of personalized learning programs is supported by theories of adult education, which emphasize the importance of self-management and reflection in the process of professional development. Mentoring and coaching methods are consistent with the principles of the socioconstructivist approach to education, which focuses on the importance of social interaction and working together on real projects. Seminars and workshops, in turn, are effective tools for demonstrating and applying new knowledge in real conditions.

The second stage of the model for the development of managerial competencies in a preschool educational organization creates a basis for systematic and targeted professional growth of directors. The development and implementation of training programs aimed at deepening managerial competencies in practice and theory provides the necessary support for improving the quality of management and raising the overall level of preschool education.

Stage 3: monitoring and evaluation

The monitoring and evaluation stage is aimed at measuring the effectiveness of the implemented measures and adjusting development programs:

Regular collection and analysis of data on the activities of the director and the activities of the organization.

Use of assessment tools such as 360 degrees to assess multifaceted competencies.

Adaptation and modification of educational programs in accordance with the current needs and trends of preschool education.

The monitoring and evaluation stage is very important in the process of managing the development of managerial competencies of directors of preschool educational organizations (PSEs). This stage allows not only to assess the effectiveness of the measures taken, but also to quickly make the necessary adjustments to optimize development programs.

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