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## **The process of formation of leadership qualities in young pedagogues organization and analysis from a scientific and theoretical point of view.**

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**Abstract.** This article analyzes the theoretical-methodical foundations of the development of leadership qualities in young pedagogues, the psychological-pedagogical mechanisms of the process, and the level of organization of this issue in local and foreign literature. Also, the factors, conditions and effective methods of development of leadership competencies in the pedagogical training system are highlighted.

**Key words:** Leadership, pedagogical process, creative thinking, independence, communicative competences, educational system.

Today's modern education system requires a young teacher not only to be a knowledge holder, but also to be a leader, an all-round initiator, and possess innovative knowledge. Formation of leadership qualities in young pedagogues is one of the important factors of strengthening their professional competence, managing the educational process, gaining influence on the team and increasing personal responsibility. The organization of the concept of leadership in pedagogical sciences has been active since the second half of the 20th century, and now there are many local and foreign studies in this direction.

### **1. Scientific and theoretical foundations of the concept of leadership**

Leadership is the ability to direct a group or a certain team towards a goal, influence, initiative and responsibility. In psychological literature, leadership is explained through the following aspects:

- Communicative potential of the person
- Affective and motivational activity
- The process of social interaction
- A combination of key and acquired qualities.

Leadership in the pedagogical process is determined by the teacher's activity, organizational ability, creative thinking and communicative competence.

Analyzing the organization of the formation of leadership qualities in young pedagogues by Uzbek scientists, O. Tolipov, Q. Yoldoshev analyzed the priority aspects of the development of pedagogical competence and the personality of a pedagogue. N. Gaibullayev educational process management and pedagogical leadership. G. Omonov, M. Mahmudov formation of social activity and leadership skills in students. D. Umarova, Sh. Turgunov communicative competence and professional leadership. M. Jorayev, Z. Khojayeva organized the technologies of developing initiative and creativity in young teachers in their scientific works.







Scholars have focused on leadership development through group work, interactive methods, pedagogical training, innovative design, and reflective approaches.

Conducting scientific research on the formation of leadership in the Russian Pedagogical School:

E. Klimov, B. Ananyev, professional growth of the individual and the basics of psychological leadership;

A. Derkach, N. Kuzmina leadership in pedagogical skill and professional competence;

V. Slastenin, I. Zimnyaya leadership components in the training of young teachers;

A. Mudrik, L. Petrova, leadership development in the socio-pedagogical process.

In these studies, leadership is more often interpreted as a management mechanism, a communicative process and a central element of social activity in the professional activity of a pedagogue.

Pedagogical mechanisms of the formation of leadership qualities in young pedagogues. The formation process includes the following elements:

1. Motivational and communicative mechanisms

- interest in the teaching profession;
- motivation to understand little and work on little;
- determining the position of the team.

2. Mechanisms of practical activity

- creative tasks, role-playing games;
- project activity;
- leadership trainings and master classes.

3. Reflexive-analytical mechanisms

- persona
- l development diary;
- reflective conversations;
- little evaluation.

4. Effective methods of forming leadership qualities

Interactive methods: Brainstorming, Debate, Five minutes of leadership, Case-study.

Community projects: social project, volunteer projects.

Digital technologies: online leadership courses, virtual teams.

Trainings: communicative trainings, conflictology trainings.

Mentoring: Practice led by mentors.

5. Summary

Formation of leadership qualities in young teachers is one of the priorities of modern pedagogical education. The conducted analyzes show that leadership competencies:





- the main component of professional skills,
- the factor that increases the social activity of the pedagogue, the effectiveness of managing the process,
- appears as a guarantee of an effective approach to students.

Therefore, it is an urgent task to develop the leadership potential of young teachers through the use of interactive, innovative and practical methods in pedagogical education.

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