

Important Qualities of Developing a Management Culture of Future Managers

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Abstract – First of all, to know the potential of ICT in the formation of important qualities of the development of management culture of future managers; awareness of the basics of digital management of the economy, the ability to choose the optimal digital model of student management, the ability to demonstrate pedagogical creativity through various means; socio-cultural compatibility; digital management, targeted, innovative and systematic approaches; integrity; social character; communicative communication; international management experience; be personally responsible.

Keywords – Social, Economic, Cultural Compatibility, Purposeful, Innovative And Systematic Approaches, Important Qualities, International Management Experience; Personal Responsibility.

The current stage of development of society is characterized by direct, technological improvements. Modern technological processes have an impact on any industry. Especially in the information system, new developments and technologies are developing and intensifying. The need for people to use information and communication technologies as well as computer technology is growing and they are improving.

The reforms carried out in the country to update the content of education and increase the efficiency of educational processes are bearing fruit today.

In the implementation of the tasks set out in the Resolution of the President of the Republic of Uzbekistan "On the introduction of a system of continuous training of managers and teachers of higher education institutions" (August 27, 2019) (1), management at the stage of development is an internal feature of society. This feature stems from the need for people to interact in the work of social community, in the process of life and work, to replace the products of their material and spiritual activities.

The implementation of these processes requires future managers to prioritize the principles of innovative approach to the development of management culture. Therefore, an innovative approach is effective in the development of the manager in accordance with the ongoing social, economic and cultural changes in society, improving the quality of education, becoming qualified, highly competitive personnel.

Today, even in economically leading countries, there is a rich international experience in the field of education management, which ensures the implementation of effective, optimal management. In developing the management culture of future managers, it is useful to acquaint them with the essence of this international experience.

The essence of leadership is determined by taking responsibility in any complex situation. It is natural that the development of management culture of future managers is required to give a final conclusion in decision-making in controversial situations, to take responsibility for the effectiveness of the situation, and so on. the personal responsibility of the manager should be based on an accurate assessment of the

situation, adaptation to complex processes, taking into account internal and external factors, staff and personal resources, as well as available resources for time, labor and material resources.

First of all, to know the potential of ICT in the formation of important qualities of the development of management culture of future managers; awareness of the basics of digital management of the economy, the ability to choose the optimal digital model of student management, the ability to demonstrate pedagogical creativity on the basis of various means; socio-cultural compatibility; digital management, targeted, innovative and systematic approaches; integrity; social character; online and interactive communication; international management experience; be personally responsible. (2)

Establishment of measures for the effective organization of management activities for the development of management culture of future managers, the creation of the necessary conditions. Implementation of personal development requirements to increase the effectiveness of management. Periodically analyze the state of implementation of the practice of improving the efficiency of management, where necessary, the requirements of the time, enriching it with new, advanced ideas based on public policy. Achieve a final assessment of individual performance through self-assessment, team assessment and special expertise to implement the effectiveness of management activities in a timely manner. It is understood that having a personal development program for future managers is an important factor in improving management efficiency. Indeed, efficiency in management is ensured under the influence of many factors. However, the subjective factor - the self-development of the leading cadre - is the most important among them. Consequently, the purposeful, appropriate use of existing objective and subjective factors depends on the management skills, work experience and approach of the management staff to the employees.

As a recommendation to him to develop a management culture of future managers: inability to take into account all the simplest cases in the activity; unwillingness to swap places; rewarding employees for their knowledge rather than using their knowledge at work; fear that performers will be competitive; lack of imagination; selfishness; inability to control oneself; disobedience; having a false reputation in management; features such as awarding various titles and careers prevent mistakes that can be made by the manager and in many cases are allowed. (3)

As we explore the challenges of future managers' management culture, it recognizes the need to improve leadership style as one of the conditions for achieving efficiency in the process. in particular: defining values and developing personal goals; planning the stages of personal

development and current activities; regular analysis of the results obtained; development of communicative skills (hearing, reading, speaking, writing, etc.); learning to understand people, developing observation; find time to think every day, write down thoughts regularly; expanding communication with people in other fields; learning to focus on the main issue; to be bold, steadfast, and steadfast; we believe that it is necessary to improve the leadership style, such as regular opportunities and initiative.

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