

## Important Qualities in the Formation of the Managerial 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.*

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## **1. Introduction**

The current stage of development of society is directly characterized by the improvement of technology. Modern technological processes affect every industry. Especially in the information transmission system, new changes and technologies are being developed and strengthened. The need of people to use information and communication technologies and computer technology is increasing, and they are being improved.

The reforms being carried out in our republic to update the content of education and improve the efficiency of educational processes are bearing fruit today.

When implementing the tasks defined by the Decree of the President of the Republic of Uzbekistan “On the introduction of a system of continuous professional development for managers and teachers of higher educational institutions” (August 27, 2019) (1), management manifests itself as an internal characteristic of society at the stage of development. This characteristic arises from the need of people to interact in the work of the social community, in the process of life and work, in the exchange of products of their material and spiritual activity.

When implementing these processes, future managers are required to ensure the priority of the principles of an innovative approach in the development of a management culture. Therefore, an innovative approach is considered effective in the development of a manager in accordance with the social, economic and cultural changes taking place in society, improving the quality of education, and forming qualified, strong competitive personnel.

In modern economically leading countries, rich international experience has been accumulated, which ensures the introduction of effective and optimal management in education management. It will be useful to acquaint future managers with the essence of international experience in developing a management culture. The essence of leadership is determined by the acceptance of responsibility even in difficult situations. It is natural to require the management team to develop the managerial culture of future managers to give the final conclusion when making decisions in controversial situations, to take responsibility for achieving efficiency based on the situation. The personal responsibility of the manager should be based on a correct assessment of the situation, adaptation to complex processes, taking into account internal and external factors, employees and their personal capabilities, as well as available resources in terms of time, labor and material values.

First of all, to know the possibilities of ICT in the formation of important qualities for the development of the managerial culture of future managers; awareness of the basics of digital economic management, the ability to choose the optimal digital model for managing students, the ability to show pedagogical creativity based on various tools; sociocultural compatibility; digital management, targeted, innovative and systematic approaches; honesty; social character; online and interactive communication; international management experience; take personal responsibility. (2)

Determination of measures for the effective organization of management activities to develop the management culture of future managers, the creation of the necessary conditions. Implementation of personal development requirements to improve the efficiency of management activities. From time to time, analyzing the state of implementation of the practice of improving the efficiency of management activities, enriching it with new, advanced ideas, based on the requirements of the time, state policy, where necessary. Achieving a final assessment of personal performance through self-assessment, team assessment and special expertise in connection with the implementation of improved management performance in a timely manner. As you know, the existence of a personal development program for future managers is considered an important factor in improving management efficiency. In fact, the effectiveness of management is ensured by the influence of many factors. However, the most important among them is the subjective factor - the self-development of the leadership. Therefore, the purposeful and expedient use of existing objective and subjective factors depends on managerial skills, work experience and approach to employees.

As a recommendation to future managers for the development of a management culture: not be able to take into account all the simplest situations in activity; unwillingness to change places; remuneration of employees for training, and not for using their knowledge in work; fear that performers will become competitors; lack of imagination; selfishness; lack of self-control; do not keep your word; gain false prestige, authority in management; Features such as presenting different ranks and ranks avoid mistakes that a leader

can and often makes.(3)

When we study the problems of the managerial culture of future managers, we recognize the improvement of the leadership style as one of the conditions for achieving efficiency in this process. *ibid.*: defining values and developing personal goals; planning the stages of personal development and current activities; regular analysis of the achieved results; development of communication skills (listening, reading, speaking, writing, etc.); learn to understand people, develop observation; find time for reflection every day by regularly writing down thoughts; the main focus of the industry is the shipping industry meeting kengaydro; major issues of relevance throughout the century; preparation, preparation and perseverance; systematic provision of opportunities for self-expression and proactive management collaboration.

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