

**ESSENTIAL FOUNDATIONS AND CHALLENGES IN DEVELOPING
PROFESSIONAL QUALITIES FOR COLLECTIVE MANAGEMENT OF PRESCHOOL
EDUCATIONAL ORGANIZATION DIRECTORS**

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Abstract: The study of the issues of forming professional qualities in the collective management of preschool educational organization directors requires an approach to the methodology of managerial activity, interdisciplinary analysis, and the definition of the scientific foundation necessary for the research problem.

Key words: management, management, team, activity, education, principle, innovation.

The history of the emergence of management as a special type of human activity goes back several thousand years. The theory and practice of management emerged as an independent branch of human knowledge only at the end of the 19th century, which was a unique response to the needs of industrial development. There are various interpretations and scientific explanations of the concept of management, therefore, within the framework of the research, it is necessary to highlight the main parameters for defining this phenomenon.

In the Encyclopedia of Pedagogy, the concept of management is specifically defined as "the function of organizational systems, the maintenance of their structure, the maintenance of their operating mode, the implementation of programs and goals" [95; p. 164].

The approaches developed within the framework of classical management theory offer different definitions of the concept of management. Thus, M. Albert, M. Mescon, and F. Haduri interpret management as "the process of planning, organizing, stimulating, and controlling the organization's goals, necessary for their formation and achievement."

R.A. Krichevsky [70] describes management primarily as an activity aimed at developing important decisions, clearly defining the goals of the object of management, managing in accordance with the set goal, analyzing and summarizing reliable information.

According to L.I. Umansky, the process of collective management expresses a purposeful, systematic nature of influence on the collective, based on the conscious use of objective laws of society, nature, and management in order to regulate and ensure the social process of labor.

Based on an analysis of the experience of scientific schools in the field of management, the contribution of scientists to the development of science has been determined. The use of scientific analysis to identify the best management methods in the F. Taylor School of Scientific Management; selection and training of employees most suitable for managing; providing employees with the resources necessary for the effective performance of their duties; material incentives to increase efficiency

At the same time, the search for effective leadership methods and the proper organization of the management system are identified as priority areas for the development of our country. Because even in the most developed countries of the world, progress has been achieved precisely in this way. A leader must constantly be aware of the heartbeat of people who believe in him, assess the

situation correctly depending on whether it beats slowly or uneasily, and be able to make the right decision based on this. At the same time, a leader can never be a good leader if he does not take someone's collar when he sees an inappropriate thing, thinks about the interests of the people, says, "Hey, man, what are you doing?," and raises the public against shortcomings.

In conclusion, it can be said that if the leader himself does not work tirelessly, does not strive to find new opportunities and lead people to noble deeds, those around him - deputies, other officials - succumb to carelessness, indifference, and get used to such a way of working, such a flow of life. The quality of a leader is, first and foremost, a flour

Currently, the most important feature and regularity of the fundamental restructuring of the economic mechanism is the transition of enterprises and associations to self-regulation. Independence, interest, and responsibility are three components of self-governance. At the same time, a well-established mechanism for coordinating responsibility and collective interests is a prerequisite for expanding the independence of enterprises and their free, self-efficient movement. Personnel training is a very diverse process. In general, the following tasks are performed during professional development: A) restoration of knowledge that may have been partially forgotten; B) the study of new problems, new methods of work related to changes in the development of science and technology, production, labor and management, V) the reorganization and restructuring of management, the training of employees for other qualifications in connection with the development of various forms that require the mastery of professions related to the types of work collectives. Various industries

A leader must see farther than others. He needs to work with a clear vision not only of the present, but also of the future, living with the anxiety of the future. He should be able to feel and see problems that have not yet been noticed. The leader must warn those who believe in him of what is happening around him, of the consequences that it may have tomorrow.

No one is born to be the director of a preschool educational organization, but through their hard work and its effective results, the individual demonstrates their leadership qualities. An important factor in the director's work is the direction of decision-making and the movement of various parts of the management apparatus in its execution.

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