

Characteristics of Leaders in Culture and Arts Management

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Annotation

The article describes in detail the role of cultural centers in our lives, their activities, tasks, as well as the opportunities and conditions created to bring our centers to a new level, the issues of attracting qualified personnel to cultural centers. Suggestions and comments were made on the issues that need to be addressed in order to expand the activities of cultural and art institutions, to promote our national culture among the population, to organize meaningful leisure time for young people, to strengthen the attention of our people to our culture and art. The relationship between the staff and the manager at the centers describes the need to approach problems with modern methods and innovative ideas.

Today, fundamental reforms and changes are being implemented in our country. As a result of these reforms, no sector or direction has been left out. The changes certainly serve the interests of the people and the development of our country. The only bright example of these reforms and practical works, which concern and pleases all of us, is New Uzbekistan.

New Uzbekistan is a country where the decisive principle that "the people should serve the people, not the public authorities, the public authorities should serve the people" is confirmed in practice.[1]

In fact, today's New Uzbekistan - as our President emphasized, human dignity is glorified and all state bodies serve for the benefit of the people, has determined its own path of development and has an all-round economic, cultural, and political potential in the world community. is also a democratic state that has found its place. All this did not and will not happen by itself. At the core of the work being carried out are far-sighted decisions, a responsible executive apparatus and a systematic management process.

State administration is the administration carried out on behalf of the state and according to the instructions of the state, i.e. executive and commanding activities in the fields of socio-economic development of civil society, protection of rights and freedoms of people and citizens, strengthening of the legal and democratic state.[2]

How positive the quality of state administration is depends on the top and bottom leaders of the responsible bodies - organizations. After the above mentioned thoughts, it is natural to ask who is the leader. According to the words of the great thinker and statesman Yusuf Khos Hajib, "A

leader is a person who hires himself for the service of society, and from him an unforgettable name, words and indestructible practical deeds, that is, knowledge, laws, customs, traditions, procedures, high cultural, spiritual and moral skills, an ideology encouraging goodness and development, a remnant of spiritual enthusiasm is needed.

In fact, every leader, regardless of whether it is a state body, organization or enterprise, should work diligently, be a practical and theoretical example for society members and employees. On the other hand, thanks to the correctly established state administration together with the leaders as mentioned above, all the opportunities and conditions have been created for the youth in our country. For example, we can contribute to the development of New Uzbekistan by getting enough knowledge and working in the field we are interested in. There are enough opportunities and wide open ways for us to make our contribution to the development of New Uzbekistan through leadership. Of course, we need knowledge, skills and experience in this regard. I would like to continue our thoughts by:

When the First President of the Republic of Uzbekistan speaks on the topic of a free citizen and a free person, he draws attention to the following four aspects, that is, every citizen:

- let him recognize his rights and fight for them;
- let him rely on his own strength and capabilities, use his capabilities and show the results;
- be able to react independently to the events happening around;
- let him act in harmony with his personal interest and the interest of the country and the people.[3]

These four aspects, which the first President I. Karimov paid attention to, should serve as a program for young leaders. The fact is that life itself proves how important each of the above-mentioned words is. For example, in the first place, we are talking about legal knowledge and legal experience. Therefore, let's not forget that legal knowledge and legal experience are necessary not only in leadership activities, but also in everyday life. In the second place is the ability to apply the accumulated practical and theoretical knowledge and experiences to life, to show the results of the work spent for oneself and for the society. The third important factor is that today's young leaders should be able to make emergency decisions based on everyday situations and understand how correct their decisions are. In the fourth place, the main factor is the country's or the people's interest and personal interest. Only those leaders who are able to do this will gain the recognition of the people if they show in practice that they are truly worthy of their duties.

"To live in this world thinking about people's pains and worries is the highest criterion of humanity" [4]

Every person carries out his work based on the knowledge he has learned during his life. During this activity, he gathers experience and acquires new knowledge. Leaders must always acquire new knowledge and experience, as well as be ahead in their assimilation. Because in the current era of globalization and the process of integration of various fields, only leading leaders work effectively. Along with knowledge, experience and skills, there are other important factors and characteristics to consider. For example, Yusuf Khos Hajib, a Turkic poet, great thinker, and statesman, puts language, behavior, and attention to language next to knowledge in making people literate. Of course, this is true. Taking our multi-ethnic country as an example, in our country, where more than 130 nationalities and peoples live, knowing the language is one of the necessary features not only for leadership, but also for household purposes. In addition, knowledge of the language serves as a successful factor in cooperation with a foreign organization or country. And the culture of treatment is a sign of behavior that occupies the main

place in the life of every person. Especially youth is the first level criterion in a leader's work. In the organization, institution or area in which they work, their senior, equal and junior employees, as well as the representatives of all levels of the society, definitely creates the ground for a positive result.

Don't try to be exactly like any leader. You cannot be his "second copy". You take the best qualities from him and others and strive to be perfect from them.[5]

In fact, many young leaders adapt to the work style of experienced, reputable leaders they have heard, seen, or apprenticed during their internship period and now start their careers, and rely on this situation. We need to gradually abandon such systematic ways of working. The fact is that despite the effort, energy and work, the previous environment and results will be repeated. Therefore, young leaders should also learn the productive characteristics of leaders who are masters of their work for many years and work on the basis of their own creative and innovative ideas.

"In order for everyone to feel the effects of our reforms in their lives, it is necessary to ensure timely and effective implementation of the adopted documents." [6]

Of course, any decision made by the leaders is beneficial with its practical implementation. Therefore, society members or citizens should be able to see the results of these reforms and be able to use them. No matter how many knowledgeable and experienced leaders are, they will not be able to ensure the implementation of the decisions and orders, if they will not be able to apply them to the society, they will create the ground for them to remain in the papers or archives. I would like to conclude my thoughts with the wonderful words of President Sh. Mirziyoyev, which will be the content of work not only for young leaders, but also for all leaders. "We consider it a first-class task to find a wider resolution of the sense of justice, which our people highly value and value above all else," he said.

In fact, it is both a duty and a duty for every leader to follow the standards of justice in their work. It also requires knowledge, skills, experience, self-confidence and a conscientious approach to each task. Only those young leaders who can responsibly respond to these requirements will make a worthy contribution to the development of New Uzbekistan.

The final result of the reforms implemented in our country largely depends on the leaders and their professional skills in the field of management. In this regard, first of all, it is necessary to pay special attention to the formation of the ability of leading personnel and civil servants to work with civil society institutions and people.

Today, the Ministry of Culture and Tourism has 40 state theaters, 832 cultural centers and 597 artistic amateur groups with titles operating in them, about 210 district-city culture and tourism departments, 59 culture and recreation parks. , 323 children's music and art schools are operating. The demand and need for professional managers in these institutions and organizations is extremely high. Because the rapid development of managers' activities in the field of culture and art is the demand of the times.[7]

According to sources in the world, the first manager was the English industrialist Robert Owen. In 1820, he was the first to solve questions and problems related to labor productivity and motivation, workers' relations with the factory, and work processes in his New Lanark (Scotland) spinning factory. From the news about this, the manager became a real leader in management.

Leadership culture is a phrase that expresses the spiritual image, morals, behavior and management culture of leaders, employees, leaders, leaders. Culture is primarily a product of spiritual wealth. A national state with a high political culture acts in the interest of the people, puts the common good above its own personal needs and interests.

It is necessary for a leader and a candidate for leadership to have special behavior, spirituality

and culture, and constantly improve it. For this, it is not enough to be aware of political life, or to acquire economic and professional knowledge. They should also have mastered advanced management skills based on world experience.

Today's leader achieves this by being demanding towards himself, approaching his tasks with high responsibility. Books on politics, economics and spirituality, and classical literature, a deep observation of historical processes, also expands his world view. If a leader with his intelligence, thinking, spiritual maturity, and culture moves away from independent thinking, observation, and deep analysis of daily events, he moves away from the spirituality required by leadership.

In order to answer the questions of what and how to do in management, it is an important aspect of considering the functional description of management, and the following are listed: - Interrelationship of management and the system of relations in the organization; - Management and external environment of the organization; - Leadership.

Based on the above, several points of view of organizational management are presented in the literature. The usual point of view of the management of the organization is mainly covered by the issues of human management in the organization, the strategy of management, i.e. adaptation of the organization to the changing external environment, is shown.

The following is indicated as the most important approach to the management of the organization:

- Seeing management from the point of view of actions that take place within the organization;
- Seeing management from the point of view of the organization entering the external environment;
- To consider the management of the organization from the point of view of the implementation of this activity.

The activity of the leader is ensured by legal norms, and the activity of the leader is guaranteed by the moral and spiritual norms of cooperative communication and relations. A group is the union or unification of two or more persons for a specific purpose. Where there is a group, the leader is active. If we take the family as the smallest group in the society, there are definitely leaders and followers in its structure. The head of the family is the main person who determines and coordinates the direction of development, goals and plans, and he is responsible for various problems such as taking measures to manage and regulate the family. These things depend on a number of characteristics, such as what kind of person the leader is, how well he can solve family problems, his worldview, his entrepreneurial skills. The analysis of the leader's personality, the separate study of his selection and assessment emerges as an important research object of leadership studies. The term leader is also used in relation to murshid persons in activities related to murabbi religion and theology. A leader is responsible for general and limited tasks in any group or organization.

The term "leader" refers to actions taken by the leader, performed and planned to be performed. Accordingly, the leader is the main content of management. There are three social types of management known to mankind. The human mind is organized with the help of intelligence and assimilated into cultural traditions, i.e. management with the help of unwritten rules, management with the help of directly appointed responsible persons, management with the help of written documents such as laws, manuals, rules. Nowadays, the tradition of looking at management as a professional activity has strengthened and it is specialized as a career and a field of study of career. In recent years, experts in this field, after a long debate, interpret these types as "Official person and person acting as an executive". Operating on the basis of the leadership management system, it represents a whole group of leaders of all departments, from

the smallest multi-sector organizations and associations to local structures within the state and society. In it, the main issue is the networks that are subordinate to each other or work in parallel and the structure that unites them in a different way from the leader and leadership.

Along with the organizational structure of the management group office, it covers the characteristics of goal-oriented branching, the work process, the relationship and compatibility of principles and laws in the fields, as well as conditions and other similar issues. The study of management issues is carried out today mainly within the framework of public administration, personnel management, public service and service law, which is its branch. However, due to the fact that leadership is a single system, no matter how and how many branches it is divided into, its certain laws are based on methods and principles. There are goals and objectives. Studying, analyzing, evaluating, and researching them is a unique direction. According to these, comprehensive study of the essence of leadership is a work carried out within the framework of leadership studies.

Leadership is a unique branch of science that studies the characteristics of leadership. His focus is:

1. Historical and modern written sources directly or indirectly related to management science, their creators, historical and modern events related to management science, practical processes, study of specific features of management science objects;
2. The conditions of their development, taking the issues of science and practical process as a whole. Coordination and comparative analysis of scientific verification of principles, directions, objective tasks, etc.;
3. To discover and develop laws related to the field, for this purpose, there are issues such as systematization of presenting important conclusions for a certain period and the future.

The main task of the science of leadership is the in-depth study of all issues related to its objects from a scientific, practical and theoretical point of view:

Presenting important conclusions that serve for the development of the society, providing recommendations, systems, functional system for applying the achieved results, specifying the importance, the place and goals of the implementation period, justifying the effectiveness of providing services to the society, arming them with modern knowledge in practical processes;

New conditions that may arise for managers and necessary features, procedures, rules, etc. in the situation. Predicting students is the development and promotion of the most advanced qualities, effective forms of activity, organizational mechanisms and methods. The social importance of the science of leadership is that its objects are the connecting link between society and its activities, people's lifestyle and development.

The leader's responsibility is one of the main characteristics of the leader's culture and expresses his responsibility for a certain field. It differs from the responsibility of an individual in its breadth.

Therefore, the responsibility of the leader has always been considered important. Responsibility is first of all the conscience of each person, and the community understands its duty to the society and the nation. In general, responsibility is a sense of responsibility for the task of the leader. All the negative events in the leader's work are caused by a lack of sense of responsibility.

The most negative form of irresponsibility is political irresponsibility. Political irresponsibility causes the emergence of vices such as political corruption, sloppiness, trickery, and fraud. Therefore, a person in a leadership position requires a high level of consciousness and thinking.

The following are the main life-threatening tasks facing the leaders today. A leader should be spiritually formed with an open heart and a clear mind.

1. The leader must honestly serve the country, which raised him and believed him to be worthy of a high position.
2. The leader should rely on intelligent and experienced specialists who are knowledgeable in their work, listen to their opinion and draw conclusions based on it.
3. All the works of the leader should have a positive effect on the life of the people. The work done to look good to others can leave a negative mark on the future activity of the leader.
4. The leader must have self-sacrifice, initiative, determination and demandingness for the people and the country. Arrogance, violence, and not listening to other people's opinions keep leading personnel away from good specialists, hardworking, simple and sincere people.
5. The leader should never give in to small talk or corruption.
6. It is very bad for senior leaders to choose junior leaders based on personal loyalty to localism and brotherhood. It is especially regrettable that the new leader dismisses good specialists who worked under the previous leader and finds himself a rival, and this seriously harms the interests of the whole country.
7. The leader should not get sick of "genius" due to praise. Such leaders are surrounded by self-interested "advisors" who are greedy, greedy, and corrupt ordinary people.
8. The leader should resist the scourge of ego and protect the younger leaders from this scourge.
9. The leader must never allow injustice.
10. The leader must be an example to others in his personal life and marriage.
11. All activities of the leader should be open and transparent. The fact that they report to the people from time to time brings them prestige.
12. The leader must have his own idea, thought and program of action, and unite everyone in front of a single idea for the peaceful harmony and well-being of the people along with the development of the country.

Leadership requires intelligence, energy, enthusiasm, research and resourcefulness, and entrepreneurship. The following aspects of "leadership" education are important:

- 1) As a social person, a leader is a person who combines productive forces and production resources and works effectively as a manager of its main driving force.
- 2) The leader first makes an independent decision to do any work. This decision determines the goals of the leader's entrepreneurial and business activities;
- 3) A leader is an entrepreneur who introduces a new idea, a new initiative, and new technologies into his field;
- 4) The work of a leader is also a laborious activity based on entrepreneurship. The effort spent on it sometimes causes harm instead of benefit, in which case the team may suffer instead of benefit. He should be able to anticipate such situations and be ready for them, and he should be able to find the strength to restart his activities when necessary. These aspects represent certain aspects of leadership activity. The leader must be honest, pure, conscientious, faithful,

hard-working, pious, and compassionate. Leadership cannot be achieved with a crooked path and a crooked goal.

A person with a crooked character cannot last long in a leadership position. At the same time, it is necessary for him to have a reputation among the community he leads, if the leader is not active, social activity will not be formed in the society. "What should I know and what qualities should I have in order to be in demand for my job?" that question is always a daily question. The role of knowledge, skill, skill, intelligence and perception is important in management.

Leadership spirituality is the formed (inner) spiritual power of the leader. His spiritual psychological culture is a set of emotional knowledge that is valued at the level of value based on the example of ancestors, and has reached the level of emotional skills that regulate the spiritual world of a person. In order to improve his leadership potential, the leader needs to increase his initiative ability to acquire knowledge that enriches his spiritual world. Knowledge, which has become the spiritual property of the leader, will help him limit his desires and protect himself from external pressures and influences. That is, it means being a morally perfect leader and creatively developing their valuable part. After all, any destructive idea can affect a person who is spiritually poor and does not have an idea of his own worldview.

A leader should know the secrets of the art of management, be able to find a reasonable solution in conflict situations related to employees, and be able to mobilize the creative forces of the team to achieve high work efficiency in the area he is responsible for.

Sincerity, fairness, business acumen, timely knowledge of the main problem and secondary tasks, initiative are the factors that make up the culture of an optimal leader.

A leader's foresight, the ability to come up with unusual unexpected solutions without losing oneself in difficult situations that arise in the course of life and production, and the ability to find a way for every employee and worker in the team is a manifestation of the leader's skills.

Leaders must:

To be an example of professionalism, honesty, impartiality and fairness to subordinate civil servants;

formation of a healthy moral environment and working mood in the team;

Not to encourage civil servants to perform illegal actions and not to demand them to perform such actions;

Not allowing the selection, appointment or recommendation of personnel on the basis of localism, clan-likeness, familiarity or personal loyalty;

Preventing groupism and favoritism (getting close to and supporting certain employees) in the team, as well as preventing other negative factors in the performance of official duties;

Making legal, reasonable and fair decisions in evaluating the performance of civil servants;

To take measures to prevent corruption and other abuses by civil servants;

To take legal and social protection measures for subordinate civil servants;

Impartial, fair and legal approach to issues of concluding contracts, holding contests or giving consent within the scope of authority.

It is not allowed to abuse, insult, touch the personality of subordinate civil servants, unjustly reprimand or accuse them, and humiliate them.[8]

Methodical activity is a known type of education. It included research, diagnosis, methodical design consultation, analysis, organizational and methodical tasks. The renewal of organizational

and methodological tasks allowed the development of today's pedagogical system. This activity is imagined as a system with the following properties. The presence of goal orientation, the ability to develop over time, that is, the ability to maintain a stable state of dynamism, the active participation and flexibility of the team of vocational education teachers in the management of methodological work. The following directions are the most important in methodological activity. It is considered necessary to improve and retrain today's leaders so that they are aware of the changes taking place in the educational process. That is, a real leader in a team should work and live with a spirit of optimism. In this way, the best organizational and entrepreneurial qualities of leadership are formed and perfected.

Management is primarily about working with people. the leader should have public speaking skills, learn to speak clearly and expressively in a persuasive and persuasive spirit. The leader's listening skills have become an urgent task today. Because the ability to listen inspires and inspires the speaker. In this way, it becomes possible to form new thoughts and ideas. A leader with a pure heart and an ambitious businessman should have the ability to respond to negative or positive actions with the power of authority formed in himself.

The following are the professional and ethical qualities of a cultural worker:

A cultural worker must have high moral qualities, pay attention to his every behavior from the point of view of ethics;

A cultural worker has the right to act without harming the rights of others in meeting his needs, and he contributes to the improvement of the welfare of society;

Every cultural institution, regardless of the form of management, strives to bring people closer to culture and art as much as possible;

A cultural worker should follow the principles of social justice;

A cultural worker should direct his knowledge, skills and abilities for the development of individual people, groups, communities and societies;

A cultural worker rejects national, racial, property and other discrimination and attracts visitors to the cultural institution to artistic and aesthetic creativity regardless of their gender, age, nationality, religious belief, language, and political beliefs;

A cultural worker respects the rights of every person and social group, their spirituality and dignity, based on the "UN Charter of Human Rights" and other international documents;

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