

**ESSENTIAL FOUNDATIONS AND CHALLENGES IN DEVELOPING
PROFESSIONAL QUALITIES FOR COLLECTIVE MANAGEMENT OF PRESCHOOL
EDUCATIONAL ORGANIZATION DIRECTORS***Abdiyeva Fazilat Fayzullayevna**Teacher of Nizami Tashkent State Pedagogical University**E-mail: fazilatabdiyeva771@gmail.com**Tel: 90-616-31-23*

Abstract: The interdisciplinary analysis of the theory and practice of team management activity is based on reference to various scientific knowledge that allows to reveal the phenomenological features of the concepts of management psychology, management and management activity.

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

Developed countries around the world, such as England, the United States, Germany, Finland, Singapore, and Japan, have achieved significant practical results in enhancing the innovative and managerial potential of pedagogical personnel in the preschool education system, managing the professional qualities of preschool educational organization directors in collective management. Based on the principles of modern quality management, scientific research is being conducted on expanding corporate educational and coaching services, creating intelligent information systems to increase the innovative activity of personnel. Therefore, finding practical solutions to problems related to the development of managerial competence among managers in a digitalized environment remains relevant.

Particular attention is paid to the development of innovative models for improving the mechanism of managing professional qualities in the collective management of directors of preschool educational organizations, the transformation of quality management in preschool educational organizations, the introduction of quality management, and the improvement of scientific and methodological support for the preschool education system. This, in turn, creates the need to create a platform that includes an educational base in the context of digitalization in preschool educational institutions.

The history of the emergence of management as a special type of human activity has several thousand years. The theory and practice of management emerged as an independent field 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 interpretations of the concept of management, therefore, it is necessary to highlight the main parameters for defining this phenomenon within the framework of the study.

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

Approaches developed within the framework of classical management theory offer various definitions of the concept of management. Thus, M. Albert, M. Mescon, and F. Héduri[25] define management as "the process of planning, organizing, encouraging, and controlling the organization's goals, necessary for their formation and achievement." p. 42].

M. Woodcock views management as a unique type of activity that transforms unorganized people into an effectively oriented and efficient group. In his opinion, such management is a stimulating element of social change and an example of important social changes.

Researchers E.P. Tonkonogaya [124] and V.G. Shipunov [149], according to E.N. Kishkel [149], believe that management exerts a targeted influence on human communities to organize and coordinate activities in complex dynamic systems. The views of S.F. Bagautdinova, G.Sh. Rubin, N.G. Korneshchuk, and A.N. Starkov, which are very important for our research, argue that management is a process in which the subject of management influences its object, the interaction of controlled higher and controlled lower systems, the coordination of common goals, tasks, and actions between subordinates and leaders at the level of subject-subject relations.

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Reforming the education and upbringing system in our republic has been elevated to the level of state policy, and work is being carried out to ensure that our children acquire modern knowledge and professions in accordance with global standards, grow into physically and spiritually mature individuals, realize their abilities and talents, intellectual potential, and develop loyalty to the Motherland and ideals in the hearts of our youth. Therefore, one of the directions in the education system today is the innovative activity of educational institutions, which is defined as the main factor. It is necessary for every future specialist to understand the need for reforming the education system and its significance in integrating educational institutions into innovative processes in practice, and most importantly, to build oneself in an innovative space that can be created and master innovations.

Conclusion

In conclusion, it is very difficult for the director of a preschool educational organization to manage and lead a team. The team is the majority. Therefore, their opinions, worldview, spirituality, character, and spirituality are also diverse. The director of the organization will have to monitor their various activities, good and bad, so that no work is left out of their sight. If a leader is preoccupied only with managerial work and his own personality, if he is indifferent to observing the masses under his command, then he should abandon this leader. Failure to be aware of the actions of members of one's institution leads to the division of the collective into several parties. The director of such an organization harms both the state and his team.

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