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Managerial Skills and Leadership Spirituality Characteristics

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ABSTRACT

The article describes the features of managerial skills and spirituality of the head, signs of managerial relationships. It highlights that the process of mastering a managerial skill and its effective practical use goes back to the spirituality of a leader.

Keywords: Activity, problem, skill, spirituality, characteristic, management, team, system, potential, reserve, attitude, character, society, staff, foundation.

INTRODUCTION

A common problem in modern leadership is the problem of internal and logical interdependence of the leader's spirituality and his management skills. Management skills, in turn, are connected with the spirituality and spiritual-educational world of today's leader, which forms his image (positive or negative) in the eyes of ordinary citizens.

There are the following reasons why the problem is inextricably linked with the fundamentals of management, management skills and spirituality.

Management is an ancient art and a new science, technique and technology. Management professionals believe that management is part of larger social, economic, political, technical, technological, cultural, spiritual, moral and ideological systems and relies on its own laws, rules, principles, methods and techniques. More precisely, it is based on the idea that it has a scientific and methodological basis.

Management skills, on the one hand, reflect the culture, spirituality, education and competence of the staff; on the other hand, it is closely connected and interacts with the system of functioning of state bodies, local government bodies, public organizations.

Because the human resources of society serve as the basis for the formation of high culture, spirituality, education and potential of the personnel of government bodies.

When analyzing the managerial activity of the manager, it is important to emphasize the importance of managerial relationships. According to experts, the following are important characteristics of managerial relationships:

Firstly, the implementation of management relations, on the one hand, does not directly create the acceptance of values by people, but on the contrary, their implementation is a necessary condition for the effective creation of socially useful, material and spiritual values.

The main product (result) of the implementation of management relations is the organization of production, joint labor activity and individual activity of individual performers. This unique feature may cause some problems in terms of its acceptance by participants in the process of joint production. In the process of organizing joint work,

that is, implementing management relations, the manager may find himself in a psychologically disadvantageous position in relation to other participants in the labor process. It is possible that this unique feature may become a factor capable of causing difficulties in management.

Secondly, management relations are always clear to employees. However, this does not mean that management relations are clear to their subjects and that there is nothing in the sphere of understanding.

Thirdly, in management relations it is also necessary to take into account the influence of various subjective factors. These include numerous and varied psychological processes, as well as the states and characteristics of the leaders and managers involved in management relations.

Today, a leader must not only be a high-ranking person, but also master the art of communication, persuasion and negotiation, have a unique sharp mind and extensive experience in all areas of life science. Any leader, first of all, works with employees and must know all the intricacies of employee thinking, have the knowledge to study the image of an employee in a broad social context.

In the modern rapidly developing era, based on its objective and subjective conditions, management personnel must correctly determine the main goal of the management process, develop a strategy and tactics for its implementation, be able to analyze management relationships, model them, ensure business communication, improve their skills in holding meetings or conferences, master the methods and techniques of influencing individuals and teams , master modern methods of persuasion and attraction, and purposefully make management decisions.

It is also necessary to enhance the internal and external reputation of the government, institution and organization, use innovative technologies to communicate with the public they serve, and present the image of their leadership as a leader in accordance with the principles of spirituality.

The process of acquiring management skills and using them effectively in practice, whether we like it or not, comes down to the issue of a person's leadership ethics. Because the spirituality of a leader is manifested in his activities, actions, communication and relationships with the team, at meetings, conferences, speeches, in working with employees, etc. Employees evaluate the leader based on the situations they see. Another important aspect of the issue is that the personality of the leader and his spirituality, first of all, influence the behavior of the management staff, and secondly, the team as a whole.

In the mentality of ordinary employees, serious attention to the personality of the leader and imitation of him occurs mechanically. Because, if we look at the history of mankind, society has always trusted its leaders and chieftains. Where trust is lost, mistrust of the personality and spirituality of the leader arises.

The spirituality of a leader is, first of all, a hidden force that influences ordinary employees; secondly, it directs management personnel to actively work to achieve a specific goal; thirdly, a factor in solving socio-economic and political problems; fourthly, a mechanism that mobilizes a team, organization, enterprise, institution for the successful implementation of the tasks facing them; fifthly, the team must have the ability to teach students, especially students and young people, and also perform a number of other tasks.

CONCLUSIONS

1.   Formation and development of high morale and potential of the personnel of public administration bodies.

2.   The product (result) of the implementation of management relations is the organization of production, joint labor activity and individual activity of individual performers.

3.   The manager must correctly define the main goal of the personnel management process and develop a strategy and methodology for its implementation.

4.   Mastering modern methods and techniques of influencing, persuading and engaging employees and teams, as well as making targeted management decisions.

5.   A leader does not have to be a high-ranking person, but must master the art of communication, persuasion and conversation, have a uniquely sharp mind and have significant experience in all areas of natural sciences.

6.   The personality of the leader and his spirituality, first of all, influence the behavior of the management personnel, and secondly, the team.

7.   The manager must create favorable conditions for

reconciling the interests of the team and the employee.

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