



Methods of Formation and Development of Leadership Skills in Young People

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Abstract

This study is devoted to the study of ways to increase the personal and social potential of young people in the process of formation and development of leadership skills. The importance of leadership skills for young people plays an important role in the development of society, implementation of innovations and effective management of future generations. The research examines the theoretical foundations of leadership, psychological characteristics, as well as methods of developing abilities through educational institutions and the family environment. Methods of motivating young people, developing teamwork skills, decision-making, time management and creative thinking using modern technologies and online platforms are also covered. The results of the study help to identify effective approaches to developing leadership skills among young people and offer practical recommendations.

Keywords: *Personal Potential; Social Skills; Motivation; Modern Technologies; Teamwork; Time Management; Creative Thinking; Innovation; Mentoring; Psychological Development*

Introduction

In today's globalization process, it is important to educate the younger generation with leadership skills to develop society and ensure a sustainable future. Leadership is not only the development of management skills, but also the ability to inspire people, work in a team, and successfully find a path to the goal. The formation of leadership skills in young people ensures the disclosure of their personal potential and active participation in social life.

The issue of developing leadership skills in the process of education and upbringing is relevant. This process should be carried out not only in educational institutions, but also in the family, society, and work environment. Developing skills such as teamwork, creative thinking, decision-making, effective use of time, and the use of modern technologies among young people is a key factor in their future success as leaders.

This study aims to study methods for forming and improving leadership skills for young people, to identify their theoretical and practical foundations, and to develop effective recommendations in this regard.

Oratory and oratory skills are considered the primary means of influence in leadership activities. Leadership qualities in a person are often manifested in a team environment. Among many, self-control, control over the behavior and activities of others, expressing leading, clear thoughts, and drawing energy from a team environment represent the characteristics of leadership. Therefore, studying young people in groups and forming certain qualities in them in a team environment is considered the most important opportunity. In developing leadership skills in young people, it is of great importance to assign them tasks that require a sense of responsibility, to solve situations that require independent decision-making, to form experience and skills in solving unexpected situations with thoughtfulness, resourcefulness, and resourcefulness. For this, organizing master classes with famous leaders recognized as leaders in various fields, distinguished by creative thinking and strong psychological energy, will further increase the motivation of future leaders. A person who can see the future, sets a clear goal for himself, and is constantly moving towards his goal, searching for it, can become a leader.

Leadership refers to a person's ability to manage, organize, and influence others. This concept has been widely studied in such disciplines as psychology, sociology, management, and pedagogy. Various scientists have contributed to the theory of the formation of leadership skills in young people, and we can say that this process is determined by the following factors:

1. The concept of leadership and its main components. Leadership is the ability to effectively manage and direct the activities of other individuals and a team. This ability consists of the following main components:
 - Strategic thinking: defining a goal and creating a plan to achieve it.
 - Communication skills: the ability to clearly convey one's thoughts and listen to others.
 - Emotional intelligence: managing one's own emotions and understanding the emotions of others.
 - Responsibility: willingness to make decisions and accept their consequences.
2. Leadership theories. Scientific approaches to the formation of leadership abilities include several theories:
 - Trait theory: The view that leadership depends on a person's innate characteristics. For example, confidence, determination, social activity.
 - Situational theory: Leadership abilities are manifested in specific situations. A person can adapt to circumstances and become a leader.
 - Behavioral theory: Leadership is based on skills that can be developed through learning.
 - Transformational leadership: A leader not only leads a team, but also inspires and motivates them.
3. The need to develop leadership skills in young people. In today's rapidly changing world, young people with leadership skills are the main driving force of social development. Increasing their leadership potential is important for the following reasons:
 - Active participation in society: Young people contribute to social development with their ideas and initiatives.
 - Adaptation to market requirements: Personnel with leadership skills are in greater demand in the modern labor market.

-Personal success: Leadership skills help young people effectively achieve their goals.

4. Factors for developing leadership skills. Factors influencing the formation of leadership skills can be divided into three groups:

-Personal factors: Self-confidence, initiative, self-management.

-Social factors: Family, educational institutions, friends and community.

-Organizational factors: Participation in programs, trainings and projects that develop leadership skills.

5. Methods for developing leadership skills in young people. Theoretically, leadership development is carried out through the following approaches:

-Active learning methods: Role-playing games, solving problem situations, team training.

-Self-development methods: Making personal plans, reading books, listening to motivational lectures.

-Practical experience: Project management and participation in team events.

Leadership skills play an important role in the formation of a person as an active, responsible and inspiring person in society. By developing this ability of the younger generation, they can be prepared to become successful individuals and leaders in the future. Below we will highlight the main methods for forming and improving leadership skills in young people:

1. Development through education and training programs. The educational process plays a significant role in the formation of leadership skills. Special trainings, seminars and master classes help young people develop communication, team management and decision-making skills. The following can be included in training programs: Leadership theories and practices, problem-solving and creative thinking exercises, gaining experience through role-playing games and team projects.

2. Learning from role models and mentors. Young people are inspired by successful leaders around them. Supporting young people through the mentoring system increases their motivation and helps them find their own leadership style. Mentors can be used for the following purposes: to provide practical advice to young people, to guide them in difficult situations, to share real-life experiences related to leadership.

3. Participation in team activities and projects. Leadership skills are formed in practice. Young people should be given the opportunity to participate as team managers or project leaders. Through this process, they develop the following skills: Communication and negotiation, team organization and motivation, resilience in the face of difficulties and sharing responsibility.

4. Encourage independent decision-making. It is important for leaders to make independent and rational decisions. Teaching young people independence in solving various problems leads to the following results: Development of analytical thinking skills, growth through learning from mistakes, learning to make quick and correct decisions in different situations.

5. Support for spiritual and personal development. Developing self-confidence and motivation in young people is an important factor in leadership. For this: organizing psychological trainings and motivational sessions, recognizing and encouraging achievements, assisting in drawing up personal development plans.

6. Supporting innovative thinking. Today, leadership requires the ability to create and implement innovative ideas. Involving young people in creative thinking and innovative projects helps to: master and use innovations, increase efficiency through the use of modern technologies, promote and manage new initiatives.

As a result of research conducted by Uzbek scientists on the formation and development of leadership skills in young people, we present the following interesting information:

According to the research of Muhammadzohid Turamov, psychological factors are important in developing leadership skills in students. In his opinion, a person's ability to communicate, a sense of responsibility, and independent decision-making skills play a key role in the formation of leadership skills.

Uzbek scientist N.N. Dzhamilova emphasizes the importance of such qualities as discipline, independence and diligence in developing leadership skills in students. In her opinion, by forming these qualities, it is possible to increase the initiative and organizational skills of students.

Rizayeva Sh.M. and Rizayeva N.Q. spoke about authoritarian, democratic and liberal types of leadership and analyzed the specific aspects of each. In their opinion, regardless of which type of leadership is used, the main goal is to direct the team to achieve common goals.

Articles published in the publication "Voice of Youth" cover modern problems of leadership, including the inability to communicate, lack of a sense of responsibility and the inability to achieve satisfactory results in planned work. The importance of developing leadership skills among young people is emphasized in order to solve these problems.

Kazakh researchers emphasize the need to create a pedagogical competitive environment to develop leadership skills in students. They believe that in such an environment, students will have the opportunity to demonstrate and develop their abilities. These studies highlight various aspects of the formation and development of leadership skills among young people and demonstrate the importance of scientific research in this area.

The formation and development of leadership skills in young people is a complex process, and there are a number of problematic aspects in this area. We should also list the problematic aspects. Below we will consider the main problems:

- lack of motivation and interest. Some young people may not understand the need to develop leadership skills in themselves or may not be interested in it. In this case, they have low self-confidence. The lack of motivational mechanisms or role models also complicates this process.
- insufficient adaptation of the education system. There are few lessons or practical exercises on the formation of leadership skills in the school and higher education systems. Often, the education system is limited to teaching only theoretical knowledge. The lack of introduction of modern pedagogical technologies has a negative impact on the development of leadership potential in young people.
- Limited opportunities for personal development. In densely populated or economically disadvantaged areas, leadership training, seminars or practical activities are rarely held for young people. Opportunities for cultural, social and psychological development of young people are sometimes limited.
- Weak teamwork skills. Leadership requires not only personal skills, but also teamwork skills. Young people often have difficulty developing the skills to communicate effectively with others and solve problems together.

- Information addiction and the influence of social networks. Excessive dependence on social networks and technology among young people can hinder the development of leadership skills. This weakens their ability to think independently, make decisions and take responsibility.
- Lack of experience. Young people do not have enough practical experience to gain self-confidence and develop leadership skills. They are often afraid of making mistakes and hesitate to make important decisions.
- psychological barriers and stress management. The stress and responsibility that comes with leadership can be overwhelming for many young people. The lack of psychological support or training in stress management techniques exacerbates this problem.
- social stereotypes. In some societies, there are stereotypes that prevent young people from developing their leadership skills. For example, the view that “young people are inexperienced” reduces their self-confidence.
- ways to solve problems. Increase programs and trainings that interest young people in the field of leadership, introduce special courses on leadership skills in the education system, expand practical opportunities for young people, for example, participation in volunteer organizations and project management, focus on developing teamwork and communication skills, establish psychological support services and organize training on stress management, and use modern technologies and social networks in a way that is focused on the development of young people. Solving these problems through a systematic approach will help to form strong leadership skills in young people.

Conclusion

The process of forming and improving leadership skills in young people requires a well-planned system and comprehensive support. By expanding their opportunities in the areas of education, practice and personal development, we can educate future leaders. The theoretical basis for developing leadership skills in young people requires careful planning of this process and the use of appropriate approaches to its implementation. The development of this skill is of great importance not only for the personal lives of young people, but also for society.

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