

The Main Characteristics of a Successful Leader

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Abstract: In today's environment of rapid social, economic, and technological change, the importance of leadership qualities in managers is increasing. A successful organization requires not only formal management, but also the ability to inspire, guide, and unite the team around common goals. The article examines the key qualities of a leader-manager, their role in improving the effectiveness of an organization, as well as the characteristics of the formation of leadership competencies.

Key words: *leadership, manager, leadership qualities, strategic thinking, emotional intelligence, motivation, responsibility, communication, management competencies, organizational effectiveness.*

Introduction

A modern effective leader must have extensive knowledge and practical skills in areas such as strategic management, economics, social psychology, people management, business processes, and many other competencies. Leadership is about not only innate abilities, but also a wide range of professional, acquired skills. If you have had leadership experience and enjoyed it, or even if you simply read about leaders with interest and follow their work, then you are well suited to developing leadership qualities in yourself. By clearly identifying your own strengths and weaknesses, a leader can develop all of the above qualities through hard work and improve them throughout their life. Here are some simple recommendations for developing leadership qualities. A true leader is always at the forefront. They understand the important issues in their chosen field of activity, which requires constant learning. True authority earned through impeccable competence. There are enormous opportunities for professional development in the modern world. Choose a field in which you want to succeed and study it as thoroughly as possible. Do not stop developing; this process should never stop, just as progress and the development of social relations never stop. A leader is independent. Suppress the desire to shift the responsibility for making difficult decisions onto others. Do not be afraid of the burden of responsibility; by overcoming this fear and coping with a difficult task, you will grow in your own eyes. A leader has high emotional intelligence (EQ). It is necessary to learn not only to control your emotions, but also to manage a team so that even conflicts and disagreements benefit the common cause. A leader must be versatile, able to show unyielding managerial will in times of acute crisis and encourage the team to engage in independent creative exploration when circumstances allow. Use your intuition, attract and retain the best employees, and decisively get rid of dead weight. A leader must be able to be a politician, engineer, playwright, psychologist, and choose the optimal role in a given situation. A leader is proactive. Success does not come quickly to a passive manager. Be active, boldly declare yourself and your readiness to act and make decisions. People not only gravitate toward bold and independent personalities,

but are also willing to follow them, take on work with inspiration and all their strength. This is the essence of leadership. A leader is open to new things. Stagnation is not a friend to a leader.

A leader must be able to think outside the box and see the bigger picture. Do not forget to adopt best practices that have proven their effectiveness. Offer fresh ideas yourself. Test them out with your team. Look for supporters of your ideas among your subordinates who are eager for something new, and assign them responsible tasks. Such delegation directly relieves the manager and ensures the professional and personal growth of subordinates. By investing in leadership development, managers can not only improve their own effectiveness, but also positively affect their teams and the overall success of the organization. This may include providing opportunities for training, mentoring, and creating a culture that encourages continuous learning and growth.

Main part. Leadership is a key management factor that determines the success of organizations in a competitive environment. While a manager governs based on formal authority, leadership involves the ability to exert influence based on personal qualities and authority. Modern research confirms that it is the synthesis of managerial and leadership characteristics that forms the model of an effective leader.

Key qualities of a leader

1. Strategic thinking

A leader must see the prospects for development and shape the mission and long-term goals of the organization. Strategic thinking allows a leader to make informed decisions that take into account changes in the external environment.

2. Communication skills Effective interaction with employees, the ability to listen, argue, and persuade are important leadership tools. According to the theory of emotional intelligence, a high level of communication contributes to the creation of a trusting atmosphere in the team.

3. Emotional intelligence

The ability to understand one's own emotions and those of others, manage them, and use them to motivate employees. A leader is empathetic and able to prevent conflicts.

4. Responsibility and reliability

A leader takes responsibility for the team's performance. This quality builds trust in the leader and strengthens their authority.

5. Motivational ability

The ability to inspire employees, build internal motivation, and encourage them to achieve their goals. Charismatic leadership based on the ability to inspire enthusiasm.

6. Flexibility and adaptability

Modern organizations operate in an environment of constant change, so leaders must be ready for transformation, embrace innovation, and respond quickly to new challenges.

7. Ethical culture

Leaders who possess moral principles and values instill a sense of fairness in employees, which has a positive impact on corporate culture and the organization's image.

The role of a leader in the development of an organization

An effective leader contributes to increased productivity, reduced staff turnover, and the formation of a strong corporate culture. Their leadership qualities related to employee satisfaction and the innovative development of the organization.

Conclusion. A modern leader must combine a whole range of personal and professional qualities. The most important of these are strategic thinking, communication skills, emotional intelligence, responsibility, and the ability to motivate a team. Developing these qualities is a crucial task both for managers themselves and for educational and corporate management training programs. In summary, it is said that a leader is not just the formal head of a team, but a person capable of inspiring, guiding, and uniting people to achieve common goals. Their key qualities are responsibility, strategic thinking, decision-making skills, communication skills, fairness, and emotional intelligence. The ability to motivate employees, a willingness to innovate, and the ability to adapt to change also play an important role. Thus, an effective leader combines professional competence with strong personal qualities. It is the harmony

between these characteristics that ensures successful management, organizational development, and the creation of a healthy psychological climate within the team.

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