

## **Management Transformation of Women Leaders in Management**

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**Annotation.** *The management system in society has been in a process of constant change and improvement. In this process, the personal qualities and leadership skills of individuals performing leadership functions are of great importance. In the modern world, women leaders play a major role in shaping transformations in the economic, social and cultural spheres of society. This article analyzes the contribution of women leaders to the management system, their specifics and important aspects in managing transformation processes.*

**Keywords:** *management, woman, profession, center, human resources, transformation.*

### **Introduction.**

The New Uzbekistan Development Strategy for 2022-2026 identifies human capital development as one of the priority areas. The main tasks to be implemented in this area include the following:

1. Ensuring quality education: In order to create modern and equal educational conditions for everyone, it is planned to improve schools, higher education institutions and vocational centers. Special attention is paid to the opening of new educational institutions and the adaptation of education to international standards, taking into account the educational needs of the population.
2. Staff training: In order to eliminate the problem of the "skills gap" in the labor market, programs for improving the skills of employees and their retraining will be widely implemented. These measures are aimed, in particular, at reducing the shortage of specialists in the fields of modern technologies and information technologies.
3. Qualified medical services and social protection: In order to increase human dignity, attention is paid to improving the system of qualified medical services and social protection for all citizens. For this, it is planned to build new medical institutions, modernize existing ones and ensure quality service.
4. Spiritual development: The restoration of spiritual and moral values and the development of culture are important in enriching human capital. Within the framework of the concept of "New Uzbekistan - an enlightened society", initiatives aimed at establishing national values and universal human ideas will be implemented.

These measures will contribute to the overall economic and social development of the country through the development of human capital.

The management system in society has been in a process of constant change and improvement. In this process, the personal qualities and leadership skills of individuals performing leadership roles are

of great importance. In the modern world, women leaders play a major role in shaping transformations in the economic, social and cultural spheres of society. This article analyzes the contribution of female leaders to the management system, their specificities and important aspects in managing transformation processes.

### **Materials and methods.**

In particular, in accordance with the Regulation approved by the Resolution of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev "On measures to further improve the system for studying and solving women's problems", preferential loans were allocated at an annual rate of 14 percent from the resources within the framework of the State Program for the Development of Family Entrepreneurship for projects of business entities aimed at providing employment to women included in the "women's notebook".

In order to ensure the implementation of the Decree of the President of the Republic of Uzbekistan No. PF-208 dated December 21, 2023 "On additional measures to improve the activities of the Family and Women's Committee" and to comprehensively support women and increase their activity:

1. To ensure that the requirement to increase the role of women in society, the Republican Commission on Gender Equality and Family Issues and the Cabinet of Ministers increase the share of women among management personnel in every state body, organization and enterprise at all levels, including local executive bodies, the judiciary and law enforcement agencies, is also implemented in the formation of the executive bodies of state enterprises, including the boards of directors and supervisory boards.

### **Research results and discussion**

The role and importance of female leaders in society

Women naturally have the following characteristics when performing leadership roles:

1. Communication and emotional stability. Women, as a rule, tend to maintain gentleness and emotional order in communication. This helps to strengthen the cooperative atmosphere in the organization.
2. Attention to human resources. Female leaders pay special attention to the psychological state of employees, their personal needs and development. This is an important factor in forming a mature team.
3. Innovation and creativity. Female leaders tend to offer new approaches to problems, leading the development of the organization to a new level.

The contribution of female leaders in managerial transformations

The transformation process is a process of revising the existing system and creating new opportunities. Female leaders lead this process in several ways:

1. Ensuring social justice and gender equality. Women leaders take the lead in creating an environment of equality and fairness in the workplace. They encourage other women to develop through leadership.
2. Introducing education and innovation. Women leaders pay special attention to education and professional development. This is important for improving the knowledge and skills of employees in the organization.
3. Strategic planning that meets the needs. Women often use a unique, clear and practical approach to formulating long-term strategies.

Successful examples of female leadership

In many influential organizations around the world, female leaders are recognized for their positive transformations:

Jacqueline Novogratz (Acumen): She achieved social justice by supporting communities in financial difficulties.

Indra Nooyi (PepsiCo): Her strategic leadership led the company to a leading position in the global market.

### **Conclusion.**

The role of female leaders in shaping management transformations in society is of great importance. They not only ensure the financial success of the organization, but also implement socially significant changes. Therefore, preparing and supporting women for leadership positions is important for the sustainable development of society.

Recommendations:

Create platforms that support female leaders.

Implement programs to ensure gender equality.

Expand professional development courses and training for women.

These recommendations will help to further increase the role of women in transformation processes in society.

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