

LEADERSHIP AND TEAM MANAGEMENT

Uzakova Bibinaz

3rd Year Student at the Faculty of Economics of
Karakalpak State University, Uzbekistan

| ABSTRACT | KEY WORDS |
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| In today's world, leadership and teamwork are very important for success. This article tells you about leadership and how to make a good team. It tells you about the main rules, tools, and new ways to be a good leader and make a good team that works well. | Leadership qualities, motivation, team building, team performance. |

Introduction

In a fast-paced world where technology, globalization, and competition dictate the rules, efficiency and effectiveness are key factors for success. Leadership and team management are the foundation on which to achieve goals in any field: from business to science, from education to the arts.

Leadership: It is the ability to inspire, motivate, and guide people to achieve a common goal. A leader does not necessarily hold a leadership position, but can be an initiator, inspirer, or role model.

Team Management: It is the process of organizing and coordinating the work of a group of people to achieve set goals. Team management includes planning, delegation, control, motivation, and conflict resolution.

Team Performance: This is the degree to which a given goal is achieved with optimal use of resources. An effective team is characterized by high productivity, high-quality work, and satisfaction of team members.

Motivation: It is an internal urge to take action that makes people strive to achieve their goals. Motivation can be external (for example, material reward) or internal (for example, a sense of satisfaction from the work done).

Purpose of the article:

The purpose of this article is to explore key aspects of leadership and team management, provide practical recommendations for effective team building and development, and show how leaders can inspire and motivate people to achieve a common goal.

The role of team management in the workplace is rapidly changing, as technology brings drastic changes to the way teams communicate, collaborate, and complete work.

What hasn't changed is its importance. Managers who can get the most out of their employees by creating a favorable work environment and creating the best conditions for them to succeed are rewarded with higher productivity and innovation.

Those who do not suffer from suboptimal employee performance and do not have problems with staff retention.

Legendary soccer player and coach Vince Lombardi was right when he said: "Leaders are made, not born. They are made possible by hard work, and this is the price we all have to pay for achieving any worthwhile goal"

This view went against the conventional wisdom at the time, according to which team management leaders were mostly born to fill this role; no one else was suitable.

A study of identical and dissimilar twins conducted in 2006 shed an interesting new light on this question and definitely proved the opposite.

While genes (nature) do play a role in determining leadership abilities, the environment (upbringing, experience) plays more than twice the role.

The results show that it is possible to become a future leader through proper training and upbringing.

7 SIGNS OF HIGHLY EFFECTIVE TEAM MANAGEMENT

In early leadership studies conducted in the 1940s and '50s, dominance was identified as the most important attribute of the best leaders. At the time, the perception was that employees were inherently quirky and lazy, and they needed to be pressured to do their job in the best possible way.

Since then, times have changed, and the stick has been replaced with a carrot.

Now it's clear that employees are more engaged and productive not when they are being harassed by a ruthless boss who counts the seconds when they go to the bathroom, but when they are under low stress and get as much autonomy as possible.

This is why recent research has shown that character traits such as benevolence, charisma, and openness are extremely important for leaders.

According to a meta-analysis of numerous studies, the seven personality traits that have the most positive correlation with leadership effectiveness are:

- Charisma
- Intelligence
- Extraversion
- Good faith
- Creativity
- Openness
- Integrity

By studying the basic functions that leaders should perform, it is easy to understand why these seven qualities are so important to them.

WHAT DOES TEAM MANAGEMENT REALLY MEAN?

Defining what leadership is can be challenging, given the almost limitless range of different scenarios in which it is applied.

The scope of leadership can vary greatly depending on different roles, ranging from the number of employees managed and the effectiveness of the team, to the nature of the work performed and the level of interaction required between team members.

While this is far from a complete list, several studies have identified a number of key aspects of workplace leadership:

- Establish the group's goals and values and work towards achieving them
- Maximize the use of your employees' abilities
- Solving work-related problems and employee-related conflicts
- Combining the unique styles and personality traits of individual employees into a single whole

This list highlights the importance of leaders being excellent communicators, as evidenced by a list of the seven most important leadership qualities, four of which are based on communication.

According to Kat Cole, Executive Director, Focus Brands, "Your task is

As a leader, it is important to maintain as close a connection as possible with those who are closest to the cause."

Given the most common tasks they face in the workplace, managers also need to have a good understanding of people and be able to recognize the strengths and weaknesses of their employees, which allows them to make the best use of their colleagues, both on an individual level and in the context of overall team performance.

Understanding how to manage and treat employees also requires knowing what motivates and inspires them at work, as well as what factors are most likely to impair their productivity and lower retention rates.

WHAT DO EMPLOYEES WANT FROM THEIR WORK?

A historical study conducted by the Gallup Institute, which surveyed thousands of employees from all over the world, identified 12 aspects of work culture that most accurately predict the high performance of individuals and groups.

Among the most important findings of the study about what employees want from their work are:

- Know what is expected of them
- Have the resources you need to fulfill your responsibilities
- Work on tasks that they feel they are suitable for
- Get recognition for your work
- Have opportunities to learn and grow
- Have someone who encourages their development and discusses their progress
- To feel that their opinion matters

Since the initial survey, more than 87,000 corporate divisions have been analyzed to determine whether they meet these 12 important criteria.

Those who are most successful at it reduce staff turnover, increase productivity and sales, and increase their customer loyalty.

HOW TO CREATE A POSITIVE WORKPLACE CULTURE?

Modern workplaces are becoming more relaxed in response to growing evidence that a stressful work environment is extremely stressful for employees in the long run.

Chronic stress leads to serious health problems that cost the health system billions of dollars each year, cause massive staff turnover, and lead to the majority of incalculable cases in the workplace.

You can create a less stressful, more tolerant, and diverse workforce in the following ways:

- Implement a zero tolerance policy for prejudice, sexual harassment and harassment of any kind
- Implement transparent and fair procedures for promotion and other important decisions in the company
- Conduct regular team building exercises; these can be simple 10-minute games once a week
- Giving employees the opportunity to regularly take short technological breaks, forcing them to take long breaks from their devices, leads to unnecessary stress.
- Firing inefficient and negative employees as soon as possible will weaken the entire team and may lead to the dismissal of the best employees.
- This is a positive influence that manifests itself in empathy for the mistakes of employees, and not in the desire to shift the blame to others.
- Reward employees for their work with positive reinforcement and other small benefits.

Being an effective leader is the difference between having a group of happy, productive employees and a group of stressed and unproductive ones. In other words, that's it.

And with the right mindset and approach, almost anyone can become such a leader.

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