



WAYS FOR A LEADER TO WORK ON SPEECH AND IMPROVE SPEAKING SKILLS

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ABSTRACT	KEYWORDS
The article analyzes issues such as the management process and the formation of the leader as a speaker, the history of the study of management as a theoretical science, the art of management, the influence of management, management psychology, social psychology, and the leader's social role in management.	Leader, orator, Management, Art of management, social, Work, forces to think logically. Logical thinking, efficiency, Society, development.

The role of knowledge, experience, intelligence, skills, perception and skills is important in management activities. Not everyone can perform management perfectly. In this case, activities based on innate abilities, acquired life experience, knowledge and universal human values bring about "creativity" in the true sense. Such continuous work on oneself ensures harmony with the team and the people.

On February 7, 2017, in order to further increase the effectiveness of the ongoing reforms, create conditions for the comprehensive and rapid development of the state and society, and implement priorities for the modernization of our country and the liberalization of all spheres of life, on February 7, 2017, PF "On the Strategy of Actions for the Further Development of the Republic of Uzbekistan" - Decree of the President of the Republic of Uzbekistan No. 4947 [1] was adopted. It is emphasized in this Decree that only a leader who is ambitious, entrepreneurial, capable, selfless, works tirelessly, and is able to operate with a view to the future can adapt to today's rapidly developing society. The issue of preparing modern leaders who will start their activities with courage, enthusiasm, knowledge and intelligence is noted in the decree. done A unique experience of oriental management has been formed in our society, which is moving towards spiritual growth and renewal. Through his activities, a leader influences the education of many people, changes their lifestyle, and increases their responsibility

towards society and themselves. In this regard, it is necessary for a leader to be able to think deeply, be agile, resourceful, active and ambitious, and always look to the future with confidence.

In order to successfully form a system of qualified management personnel, it is necessary to pay attention to the perfect mastery of such disciplines as social psychology, management psychology and management psychology. President Sh. Mirziyoev addressed the problems in this regard as follows: "... it is necessary to fundamentally revise the curriculum and programs. We have complex tasks to educate young people, train and retrain personnel in various fields" [2] A leader who has mastered the general rules of management can independently improve his management skills based on his experience of the characteristics of the local people. In addition, at the same time, psychologists of our republic have become an urgent issue to study all issues related to the field of management from the perspective of the development of our society, to develop recommendations for more perfect management of the organization. The existence of leaders who are lax in their management activities and do not act selflessly still makes it difficult to solve problems. Being side by side with the people creates an opportunity to objectively solve existing problems. "... some agencies and their leaders are disconnected from real life and people's needs to a certain extent," said Sh. Mirziyoev, criticizing the problems in the field of management. It can be seen that it is an urgent task of today to prepare selfless young personnel who have a healthy mind, modern thinking, who live with the feeling of Motherland and country, who will not spare their lives for the interests of their country and people. One of the most important factors in solving this issue is the mutual harmony of science, education, production, providing science with qualified personnel, increasing the level of professional knowledge of employees, creating all conditions for the realization of their abilities, and accelerating the scientific process. Therefore, in today's fast information age, every person should be professionally qualified as a manager, have their own opinions and views. This makes management, together with its content, important in the development of society. After all, the leader who holds the reins of management activities must first of all understand the value of a person, his mental capabilities, character. These aspects form trust, respect and loyalty to the leader. Only when a leader can feel the people who follow him is he recognized as a true leader. At a time when issues of improving the current management process are being paid attention to in our country, targeted courses designed for in-depth study of the management activities of various foreign countries have been organized in our country. Etiquette, culture, speech and positive attitude of a leader have a strong influence and create a sense of morale, enthusiasm and confidence in subordinates. This ensures labor efficiency, satisfaction with one's work, striving for creative growth during one's work. Therefore, a leader should have social competence as an effective organizer of the moral environment in the team, a rational solver of conflict situations and a promoter of innovation and change, based on the knowledge of etiquette.

Management is an art and art is a skill. While the governing leader operates on the basis of laws, orders and instructions, psychological knowledge is the most effective tool of management. Therefore, management psychology and social psychology are inextricably linked. In management activities, the leader controls and regulates his social behavior. No decision or instruction will be carried out clearly and completely if the management activities are not carried out properly. Empirical substantiation of solved problems in social life is measured by how deep theoretical knowledge is mastered. The study of management activity as a theoretical science arose in the 20th century, and its basis is labor psychology. Effective organization of work forces a person to think logically. Logical thinking is a high-level requirement for effective management. At all stages of the society's development, there was

a need for competent and educated people to manage the society and the community. As a result of the improvement of the management activity, a method of managing the entire industry is created.

When it comes to management theory and practice, we must not forget that management culture is one of the most powerful factors. Management culture shows legal and ethical norms, national traditions, and the level of a person's spiritual wealth and professional competence. Management culture is measured by the level of the leader's internal culture, outlook, psychology and pedagogical knowledge. Work efficiency has an important place in management culture. It is difficult to ensure continuous efficiency, because the working time itself is not regulated in the activity of the leader, that is, his activity can continue without interruption. Organization of management in accordance with the changes and demands of the society and ensuring the human factor and work efficiency requires excellent management knowledge and psychological approaches. This requires psychologists in our country to conduct extensive empirical research in this field and offer practical recommendations.

We divide the methods of influencing the employee of the organization into three groups: influence in administrative, material and spiritual forms. In each of these, a certain psychological content is shown, and within the framework of the science of management psychology, researches the possibility of the influence of these measures on the employee. Among such influencing activities, great attention is paid to the issue of motivating employees, that is, instilling enthusiasm for the work they do. The main essence of motivation is to harmonize the goals of the organization and the interests of the employee, and this responsible task is usually assigned to the leader. This requires the leader to think rationally, to be able to correctly assess the performance of each employee, to allocate tasks taking into account the individual characteristics and internal capabilities of employees and to evaluate it correctly. According to the methods of influence on the management object, its direct and indirect forms of influence are distinguished. The principle of obedience within the management team is called subordination, and by this phrase it is understood that the centrality of the team and the positive formation of the existing psychological climate in it are understood. Relationships arising from subordination represent the behavior of employees of the organization to follow forms of obedience and execution. However, the relationship in the process of management studies not only the relationship between management and subordinates, but also the relationship between members of the organization who are equal in terms of category and standing on the same level. Coordination of relations between such parts of the team, further improvement of forms of solidarity between them is carried out in coordination activities. The relationship of subordination and coordination in management creates the need to distinguish between vertical and horizontal relationships at the organizational level. Therefore, vertical relations consist of relationships between subordinate employees, while horizontal relations imply mutual coordination, that is, relations between equal and independent departments of the organization. The leader's work style affects the team's performance. A leader's education, age, experience, and other characteristics influence his performance as a leader, while the main influence of a leader as a leader is the goal he sets for himself. Today, Uzbekistan has accumulated enough experience in selecting candidates for leadership. Interviews and tests of different procedures are conducted with the candidate for each leadership position. For example, his personal documents are studied, an individual interview is held, etc. It will be necessary to conduct a psychological test and organize psychological training with future leaders. Training may include the following methods: group discussion, analysis of a specific situation, psychodrama, role-playing, etc. Strong leaders need special psychological influence methods. Long-term tests and training should be

organized for weaker leaders. Taking into account the need for the leader to have psychological knowledge, psychological training can be organized as follows: - study of the future leader's unique psychological characteristics and determine his psychological influence; - organization of management while maintaining a positive psychological environment in the team; - organization of team management based on the internal psychological capabilities of the leader. One of the main goals of a leader is to successfully manage a team. Psychology has already entered management as the most important science. A leader has his own merits and demerits, but this demerit should never affect the work of the team, or rather, it should not be to the extent that it affects the relationship between the leader and the employee, and the work performance. The leader's mood certainly affects the team, but a smart leader should try not to show it to the team. For this, the leader must have psychological knowledge, understanding of health psychology, and be able to distinguish himself in any situation.

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