

# The Role Of Management Art In The Activities Of Young Leaders: On The Views Of Eastern Allomas

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*Critical analysis, strict discipline and personal responsibility should be a daily rule of every leader.  
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**Abstract:** *This article stresses the need for qualified management personnel in the community, current management issues, and also needs to talk about methods, skills and the right aspects for young management personnel.*

**Keywords:** leader, ability, manager, art, cadre, method, fast, decision, image, innovation.

## INTRODUCTION

One of the urgent and priority tasks is to prepare the youth of the Republic, which is on the path of independent development, in a new social environment, in the spirit of the times. The development of reforms in the country today depends in many ways on the spiritual image and personal development of young people. The implementation of these tasks requires a deep reflection of democratic principles in human relations.

Social relations between people in the East are unique and in accordance with the psychology of each nation. In today's process of globalization, in order to find a worthy place in society and a career, you need to adhere to certain social requirements, moral and ethical criteria. Otherwise, society can push you aside, socially isolate you. For personnel meeting the requirements of a rapidly evolving civilization, any modern personnel, not limited to knowledge and skills, should be, first of all, spiritual and enlightened, have a perfect knowledge of information and communication technologies, as well as their own leadership. must have an image. It is worth commenting on the word "leadership". The word is derived from Persian in Uzbek and means "guide, guide, leader, teacher." Only when a leader is able to think broadly and deeply, is resourceful, agile, and passionate, will he or she become a true leader, gaining prestige and trust among the people he or she leads. Abu Nasr al-Farabi, one of the great figures of the Middle East, says that in order for a person to be happy, he needs a leader who can make them happy. The governor of the city of Fazil is healthy by nature and has no difficulty in carrying out his duties; a speaker with a delicate nature, ingenuity, strong memory, sharp mind, able to express his opinion. He is eager for knowledge, loves truth and truth, loves righteous and truthful people, hates lies and deceptions, knows his worth, is arrogant, does not chase after wealth, is just, He stressed the importance of determination, perseverance, courage, bravery [1].

## METHODS

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Similar description is given in Kaikavus's Nightmare. "O ruler, always be truthful, speak less and laugh less, so that the little ones will not be arrogant to you, because they say:" The worst thing for the ruler is the arrogance of the people "[ 2] - that is, the ruler always speaks the truth, speaks less and laughs less, saying that if this situation exceeds the norm, he will lose the respect of the people. Knowledge of such knowledge as social psychology, managerial psychology, management dialogue has become a vital necessity for the successful formation of a qualified leadership system. Yusuf Khas Hajib's "Devoni lug'ati-turk" emphasizes another virtue of governance - kindness [3].

A good person can not only support the team, but also motivate them to move forward. Another oriental scholar, Beruni, states in his works that three things are important for a leader to be truly human. This is a genetics, environment and upbringing that is recognized by modern pedagogy. For this reason, a number of measures and decisions are being developed in our country to increase the management capacity of young leaders. Because the role of management is important in ensuring the development of any country, its future positive results. The leader is the captain on the field as an example to the team in all respects.

## RESULTS

At the same time, leadership is the key to holding the team together. John Baldoni, a British management research scientist, said: "What a leader says is important, but what he does is more important." In contrast, the main aspect of the manager's position among employees is social inequality in relation to the community. The development of science, information and communication technologies and production further increases the urgency of training managers in the country. President Sh. Mirziyoyev, in his speeches and meetings, entrusts the leadership to young people who have great potential and courage in everything, and who see the rapid development of

innovative innovations in the field of education, science, culture and art in our country. we can see. However, there are some leaders who are neglecting this task and bringing the industry into decline with indifference and indifference. "I am convinced of that," said our first President IA Karimov. Because of z, it can interpret the mountain, figuratively speaking. Unfortunately, in recent times, some of our leaders have almost forgotten to treat people this way. Because trust in a person glorifies him, gives him spiritual strength. Insecurity and lack of impartiality disappoint people, and as a result we are losing many talented leaders and enterprising young people” [5]. In this regard, the great commander Amir Temur in his work "Temur's Statutes" says about the art of governing the state, army and others: "I have commanded that any soldier who shows bravery with a sword will be rewarded." Let them give him a hammer, a belt, a crane, a sword and a horse, and if he is brave for the second and third time, let him be exalted to the rank of centurion and commander” [6]. It is clear that since the Middle Ages, good deeds, recognition and encouragement have been the main means of further inspiring the subordinates in the hands of the leaders, and thus achieved high results. When we focus on the management system, we are faced with an extremely diverse industry.

What should every leader know, what qualities should he have in order to approach his work at the required level, regardless of his position, big or small? The above lines also show the role of experience, skills, abilities, knowledge, intellect and perception in management. But first and foremost, governance is an art, or rather creativity. A leader needs talent and talent just as much as an artist needs. According to the German political scientist Karl Julius Weber, the most difficult art is the art of management. Just as not everyone is an artist, no one is a good leader. The main quality and characteristic of a leader as a leader is his responsibility.

## **CONCLUSION**

The highest form of irresponsibility, which has always been important, is political irresponsibility. Political irresponsibility leads to political intrigue, nonsense, fraud, deception and other ugly things. In this regard, the leaders of our country must adhere to the following in order to succeed in modern business or business:

- Always fulfill the promises made to partners, associates, team members in a timely manner;
- not to be proud, not to be humble, not to overestimate the team;
- He should take into account not only his own point of view, but also the opinion of others;
- Knowledge and skills, ingenuity of partners should be valued;
- Participate in resolving only those issues that require its participation;
- Praise partners, subordinates, if necessary, encourage, approve, and carry out such activities in public;
- Listen carefully to the suggestions of partners, use them in their work, if correct, and politely reject them if they are wrong;
- He must not lose himself in front of the team;
- He should carefully analyze every mistake and shortcoming in his work and draw the necessary lessons.
- In conclusion, one of the important strategic tasks in the development of our society is to increase the capacity of young leaders, to take care of them, to form in them the knowledge and skills of leadership.

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