



# Development Of Strategic Management Competence Of Managers Of Preschool Education Organizations Based On A Systematic Approach

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## ABSTRACT

This article highlights the possibilities of a systems approach and, on its basis, the possibility of developing the strategic management competence of managers of preschool educational organizations.

## Keywords:

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It is very important to develop the strategic management competence of leaders in pre-school educational organizations based on systematic support.

Leaders should be adept at organizing the educational process, training educators, developing the material and technical base, and systematically managing other resources. This will help to create the necessary opportunities for providing good education to the students.

Leaders must be strong in organizing and implementing strategic planning in preschool organizations. This allows to master the students, to make the educational process more qualitative and to develop new directions. In addition, leaders should play a major role in the implementation of strategies and projects for the further development of preschool education organizations. This allows for better training and self-development of students. Leaders should monitor their good cooperation with students, educators, parents and the community. This is important in providing good education and self-development to students. Leaders must be strong in tracking and

implementing new learning styles, technologies, and innovations. This helps to motivate students and make them feel better.

The Cabinet of Ministers of the Republic of Uzbekistan decided on the measures to develop the strategic management competence of the leaders of preschool educational organizations based on systematic support with the decision No. 391 dated May 13, 2019. These decisions show the importance of leaders in providing good education and self-development of students.

Let's talk about the theoretical basis of the systematic approach and strategic management competence. Before moving on to this topic, let's give a little understanding of the systematic approach and the main content of management.

**Systematic Approach (Management):** Systematic approach aims to use the organization's resources efficiently and appropriately. This activity includes the management process of the organization and increases its efficiency. The content of the systematic approach includes:

**1. Management Theory:** A systems approach theory helps to learn the basic concepts of management. These concepts are related to the understanding of the management system, the principles of system management, the object of the system and the purpose of management.

**2. Management Practice:** Systematic approach practice helps to learn how management should be done. This process is aimed at realizing the goals of the organization, managing resources, developing employees and increasing the effectiveness of the organization.

**3. Strategic Management:** Strategic management involves setting long-term goals of an organization and creating strategies to achieve them. This type of management is carried out by the management bodies of the organization and includes the following content.

**4. Strategic Planning:** Setting the goals of the organization, creating strategies for their implementation and determining ways to achieve them.

**5. Analysis and Forecasting:** Analyzing the organization's internal and external environment, identifying its resources and capabilities, and forecasting future trends.

**6. Strategic Actions:** Defining actions to implement the organization's strategies and choosing the tools used to achieve them.

Management culture depends on many factors. These factors are characterized by the level of general culture, business qualities, deep and comprehensive knowledge of management science and the ability to apply it in the course of one's activity. Management culture is opposed to vices such as arrogance, careerism, cruelty and rudeness. Also, in the management system, the level of non-observance of state laws, violation of the law, promises, organization of the management process is important. It is appropriate if the management process is organized based on the requirements of the time.

To develop a systematic approach and strategic management competence of managers, pay attention to the following issues:

**1. Management Competence:** Leaders focus on increasing management competence to develop themselves in the field of management.

You can use the following ways to develop this competence:

**Self-study:** Leaders tend to self-study in the field of management. This includes learning new management concepts, methods and new information.

**Experienced mentoring:** Working with experienced management mentors is beneficial for development. They will help you learn from their experience.

**Self-assessment:** They seek to learn management competence through self-assessment. It helps you evaluate your performance, understand how well you're doing, and focus on new goals.

**2. Strategic Management:** Leaders focus on developing strategic management competencies to define and achieve the long-term goals of the organization. You can use these ways:

**Strategic Planning:** Setting the goals of the organization, creating strategies for their implementation and determining ways to achieve them.

**Analysis and Forecasting:** Analyzing the organization's internal and external environment, identifying its resources and capabilities, and forecasting future trends.

**Strategic Actions:** Defining actions to implement the organization's strategies and choosing the tools used to achieve them.

**3. Self-development:** Leaders strive for self-development. This is aimed at improving one's knowledge and skills, learning new information and effectively managing one's activities.

These issues will help leaders develop a systematic approach and strategic management competence.

To develop strategic management competence in preschool educational organizations, you can perform the following practices:

**1. Goals and Plans to Achieve Them:** Leaders focus on formulating goals and plans to achieve them in their management area. This includes setting the organization's long-term goals, creating strategies for their implementation, and determining ways to achieve them.

2. Structure and Division of Tasks: Leaders strive to effectively distribute tasks and powers among their employees in the organization. This includes creating and maintaining a formal structure, clearly defining the tasks of executives and giving them authority.

3. Increasing the Motivation of Workers: Leaders focus on creating conditions that ensure the interest of workers in the organization to work effectively. This includes motivation, development of employees and creation of favorable conditions for them.

4. Creating Comfortable Relationships in the Team: Leaders pay attention to the formation of common values and comfortable relationships in the team in the organization. This includes creating and maintaining an informal structure where workers treat each other with respect and courtesy.

5. Controlling the Progress of Work: Leaders focus on implementation by controlling the management process in the organization. This includes solving other special management tasks to increase the efficiency of the organization.

Opportunities to develop strategic management competence of leaders in pre-school educational organizations are very important. This is related to the role and knowledge of leaders in learning and implementing a number of measures necessary to provide good education to students and develop themselves.

If we conclude from the above points, the strategic competence of leaders creates the following opportunities:

1. Increase their knowledge and experience: Leaders should increase their knowledge and experience in the field of strategic management. This includes the use of scientific research, courses, seminars and conferences.

2. Analysis and analysis: Leaders must be strong in analyzing the situation of the organization and gathering important information. It helps to study the organization's system support, resources, training process and other important indicators.

3. Organization of strategic planning: Leaders must be strong in organizing strategies and projects to define and achieve the organization's strategic goals. This allows to improve the quality of the educational process of the organization and to develop new directions.

4. Cooperation and communication: Leaders must cooperate well with students, teachers, parents and the community. This is important in achieving the goals of the organization.

5. Innovation and Innovation: Leaders must be strong in tracking and implementing new learning styles, technologies and innovations. This will help motivate students and make them feel better.

The Cabinet of Ministers of the Republic of Uzbekistan decided on the measures to develop the strategic management competence of the leaders of preschool educational organizations based on systematic support with the decision No. 391 dated May 13, 2019. These decisions show the importance of leaders in providing good education and self-development of students.

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