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Components of Leadership Ability. Leadership Qualities

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ABSTRACT

This article examines the essential components of leadership abilities and their impact on organizational effectiveness. It defines leadership as a combination of skills, knowledge, and experience required to manage and motivate teams toward achieving goals. Key aspects analyzed include management and communication skills, decision-making capacity, motivational strategies, and the alignment of personal and social qualities such as self-awareness, stress management, and group leadership. The study highlights the role of communication and inspiration in guiding team performance. It concludes that leadership is a multidimensional system that requires continuous development through self-reflection, training, and practical experience..

Keywords: Communication skills, Leadership abilities, Organizational effectiveness

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1. INTRODUCTION

The Leadership and management skills are one of the most important factors that directly affect the success of any organization. The success or failure of organizations in achieving their goals often depends on the decisions of leaders and the methods they use in management. Therefore, the study of leadership skills and qualities is of not only scientific but also practical importance. The internal and external environment of the organization, its resource management, employee relations and overall development strategy - all this depends on the skills, decision-making abilities and leadership qualities of the leader. The essence of leadership is that it is not only about managing a specific group or team. It also includes complex tasks such as uniting a team, leading it towards common goals, inspiring people and unlocking their potential. For a leader to be successful, only relevant knowledge and experience are not enough. His personal qualities, approach to management, social and communication skills also play an important role.

Based on the social and psychological skills of the leader in the organization, it is possible to motivate employees and set clear and effective directions in the decision-making process. The study of leadership skills and qualities is one of the main mechanisms that influence the processes of social and economic development of society. To achieve success in management, qualities such as self-awareness of the leader, establishing effective relationships with others, and taking responsibility for making decisions within the organization are important. Understanding these components of leadership helps to form a deep understanding of how each leader performs his duties and with what approaches he effectively manages his team. Today, leadership skills play an important role in increasing the effectiveness of management in society and in various organizations. In order to increase the competitiveness of organizations and ensure their long-term success, leaders must strive to adapt to a constantly changing environment in their activities, introduce new innovations, and also effectively manage their teams. This requires a deeper understanding of leadership skills and qualities. The study of leadership skills and qualities is important not only for scientific research, but also in practice. Every leader needs to know how to develop and update their leadership skills and qualities. Modern leadership requirements require leaders to have effective management skills, be successful in leading a team to achieve goals, and embody innovative thinking and problem-solving skills. At the same time, the uniqueness of leadership qualities is formed depending on the personality, experience, social and cultural environment of each leader. The specific leadership style of a leader affects how effectively he or she can carry out his or her management activities. The diversity of leadership styles determines how a leader presents himself or herself and how he or she interacts with the team. Each leader can develop effective management strategies using his social and personal qualities in forming his own style. In developing leadership skills, his psychological and communicative skills, self-management skills, stress management and problem-solving skills are of particular importance. At the same time, the leader's own approach to decision-making and his motivational styles directly affect the effectiveness of the organization. The leader's social and psychological sensitivity helps to improve his relationships with his employees and choose an effective approach to managing them. The proper development of leadership skills and qualities is important not only for the leader's own activities, but also

for the success of the entire organization. In order to ensure the competitiveness of organizations in changing conditions and increase their long-term success, it is necessary to implement management based on modern requirements and approaches to leadership

2. METHODOLOGY

This study employed a qualitative descriptive-analytical approach to explore the core components of leadership abilities and their contribution to organizational effectiveness. Rather than collecting primary data through surveys or interviews, this research is grounded in the analysis of official policy documents, relevant government decrees, and contemporary leadership theories published within the past eight years. This approach enabled a contextual and theoretical understanding of how leadership abilities are conceptualized and applied, particularly in the public sector.

The analysis focused on three official presidential decrees issued by the Government of Uzbekistan: (1) the *National Personnel Training Program* (Decree PF-5287), (2) the *National Program for the Training and Advanced Development of Civil Servants* (Decree PF-5927), and (3) the *Civil Service Reform and New Management System* (Decree PF-6079). These documents, available on the official portal of the President of the Republic of Uzbekistan (<https://president.uz>), were examined to identify the leadership qualities prioritized by state governance, including communication effectiveness, decision-making, motivational skills, and adaptability to change.

In addition, this study reviewed scholarly literature on leadership theories and frameworks published between 2017 and 2024. Particular attention was given to transformational leadership (Northouse, 2021), emotional intelligence and leadership effectiveness (Miao et al., 2018), and adaptive leadership in complex systems (Heifetz et al., 2017). These perspectives were used to classify leadership competencies into personal (self-awareness, stress management), social (communication, collaboration), and managerial (decision-making, strategy execution) domains.

Data were analyzed through qualitative content analysis, combining deductive coding based on existing leadership theory and inductive theme identification from the policy documents. This allowed for the systematic extraction and synthesis of themes, bridging policy formulation with theoretical constructs. Validity was ensured through source triangulation across academic and governmental materials and peer-reviewed theoretical alignment.

4. FINDINGS & DISCUSSION

Analyzing Leadership skills and qualities are of great importance for the successful functioning of any organization or state structure. Effective leadership skills and qualities, especially for state leaders and managers, are considered the main factors of the social and economic development of the state. This topic has been widely covered, especially in recent years, through documents, decrees and laws adopted by the heads of state. There are a number of important documents in the Republic of Uzbekistan on the development of leadership skills and qualities. The "National Personnel Training Program" (Decree PF-5287),

adopted by the President of the Republic of Uzbekistan on December 7, 2017, defines the requirements for leaders and managers. This decree indicates the factors necessary for the development of leadership skills, increasing the efficiency of management and organizing public services more qualitatively. The decree defines professional development for managers, improving communication and management skills, changing approaches to solving problems, and effective management of teams. The significance of this decree is that it shows a practical approach to the development of leadership skills by the state. For example, special attention is paid to the development of interpersonal and communication skills of managers. Success in management often depends on establishing effective communication with the manager's team. Clear and fluent communication in the management process ensures that the manager makes effective decisions. Therefore, the above-mentioned Decree of the President of the Republic of Uzbekistan emphasizes the need to improve the communicative skills of leaders, change practical approaches to their work, and implement modern management methods. Another important document of the Republic of Uzbekistan is the "National Program for Training, Retraining and Advanced Training of Employees of the Administration of the President of the Republic of Uzbekistan" (Decree PF-5927) aimed at improving the skills of leaders and improving their management skills. The Decree sets the goal of developing the skills of leaders necessary for decision-making. Through this decree, leaders and civil servants will have the necessary opportunities to improve their management skills, develop organizational skills, and achieve high efficiency in working with a team. In addition, through the adoption of the "On Civil Service Reform and the Introduction of a New Management System" (Decree PF-6079), new principles have been developed to improve the management capacity of leaders and ensure effective leadership. This document is aimed at creating changes in the management and management system, introducing modern management methods, and ensuring the effective work of leaders in the organization. The decree pays special attention to supporting advanced training programs for leaders and managers, training and coaching methods, as well as professional development. These decisions show how a leader can achieve high efficiency in management. Leadership skills have a great impact on the state and society. The management skills of state leaders shape the standard of living of the people and the implementation of state policy. Therefore, the specific personal and social qualities of the leader, his approach to management, speed and efficiency in decision-making are important. Every head of state or manager should strive to develop the leadership qualities he has. Decrees and documents adopted by the state determine the main directions in preparing leaders for high-quality management and developing their abilities.

DISCUSSION

Leadership skills and qualities are an area that affects the economic and social development of a country and is widely studied by international experience and scientific research. Each head of state needs to develop his or her management skills, because the skills of a leader are crucial not only for the future of the team, but also for the entire society. The main factor in the effectiveness and success of management is the high personal qualities of the leader, the ability to make decisions, the ability to manage and motivate the team, as well as the ability to establish social relations and communications. Leadership skills should be

based not only on theoretical knowledge, but also on practical experience. Here, the ability of state leaders to have emotional intelligence in implementing effective management, to apply innovative approaches, as well as to adapt to the needs of the team are of paramount importance. Leadership theories developed by Goleman, Bass, Mintzberg and other experts greatly help leaders improve their personal qualities and methods of working with teams. It is necessary to develop clear strategies that play an important role in the decision-making processes of heads of state, in the development of the state. Mintzberg's proposals for ensuring speed and efficiency in decision-making, as well as Bass's transformational leadership approach, are associated with programs aimed at increasing the effectiveness of leaders in countries such as Uzbekistan. The decrees of the Republic of Uzbekistan "National Personnel Training Program" and "Civil Service Reform" are important documents aimed at developing the leadership skills of heads of state, and these reforms serve as the main tool for improving the personal qualities of leaders and management effectiveness. In addition, leadership qualities and management skills play an important role in society, as they serve not only to manage economic processes, but also to ensure social stability and increase the well-being of the people. Each leader must increase management effectiveness by using new approaches and innovative methods to develop and motivate his team. This, in turn, contributes to the overall development of the country. The successful implementation of reforms and programs implemented by the government in the development of leadership skills increases the requirements for state leaders themselves and serves to ensure a high level of efficiency in the management system. Thus, the personal qualities of a leader, their decision-making competence and their ability to work with a team are important factors in the development of all aspects of society. These skills of state leaders are necessary not only in fulfilling current tasks, but also in effectively dealing with new challenges that may arise in the future. In addition, scientific research helps to study and implement innovative approaches to management by leaders.

4. CONCLUSION

At the same time, the study of individual abilities and leadership qualities of leaders plays an important role in creating educational programs for state leaders. Systemic reforms aimed at training new personnel, improving the skills of leaders, and improving their management skills are important. Thus, reforms implemented to develop leadership skills, work effectively with a team, increase management efficiency, and ensure the socio-economic stability of the state will yield results and help make society more prosperous.

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