

Viktoriia STYNSKA, Liubov PROKOPIV

THE LEADER-SHAPING TECHNOLOGIES IN THE PROCESS OF PROFESSIONAL TRAINING OF A HIGHER EDUCATION INSTITUTION LECTURER

The current state of social development requires an updated approach to understanding the problem of leadership. We require not an operator, but a leader who is able to manage systems in a certain direction. In this context, it is necessary to shape leadership qualities of lecturers. This mission is necessary in the professional space of a higher education institution. The problem is relevant at the national and international levels.

Nowadays, there are many challenges and contradictions in the issues of shaping a leader. This requires changes and rethinking approaches to content, leader-shaping technologies, more detailed analysis in the process of professional training of the future lecturer of higher education institution (hereinafter – HEI). At the present stage, there are many ideas about the effective development of leadership qualities. Note that in the glossary, leadership is defined as «a position, responsibilities, and activities of a leader».

We prefer the interpretation of S. Nestuli, who emphasizes that leaders are people who should be responsible to themselves, to their followers, and, ultimately, to society and the future. We will use this interpretation later on.

Based on the SWOT-analysis among students of Vasyl Stefanyk Precarpathian National University (with about 300 respondents), we have identified promising technologies, the use of which contributes to shaping a leader in the process of professional activity.

The following technologies are especially important: technologies of motivation development; encouragement of students' reflexive attitude to the leader. Let us analyze them in more detail. The leader-shaping technologies involve working on students' organizational and business qualities, through which one can actively influence the behavior of other people, coordinate joint efforts to solve relevant problems.

Scientists distinguish the following technologies of motivation development: awareness of the importance of educational material for improving students' own lives, creating conditions for demonstrating independence and initiative, a feeling of success, etc. Regarding the encouragement of students' reflexive attitude to the leader, please note the importance of the process of self-awareness as well as understanding of the leader by other students. It is known that the results of self-awareness of a person constitute this person's self-concept. Due to this, a lot of attention is paid to encouraging one's reflexive attitude to this process at all stages of the implementation of leader-shaping technologies. During the study, we organized students' observation of their own behavior, relationships, self-assessment of the level of development of certain leadership qualities. Only 30% of respondents identified leadership qualities in themselves.

An important step in improving the reflective attitude was to compare lecturers' assessments of the level of development of leadership qualities with the self-assessments of students themselves. This analysis helped to increase self-criticism in young people as well as development of a more responsible attitude to the study of their personal qualities. In the context of the monitoring of the level of leadership qualities development in future HEI lecturers, effective monitoring and evaluation of the obtained results are particularly important. We monitored students' theoretical knowledge on the issue of leadership, its place in pedagogical activities, ethics of business communication, the degree of mastery of models of effective leadership behavior in typical pedagogical situations, etc. Implementation of leadership qualities development involves the development of students' organizational and business qualities. To do this, we introduced students to technologies (brainstorming, Delphi, etc.) that improve the process of collective decision-making. We also considered that during pedagogical interaction, the lecturer must be able to use the whole arsenal of persuasion: advice, demands, guidelines, arguments, etc. An important step in the shaping of both lecturer and leader is communication. Therefore, the implementation of some exercises, role-playing and business games, trainings was aimed at providing students with opportunity to gain experience of effective interaction with people. The future lecturers' systematic comparison of real ideas about themselves, ideal ideas

about what they want to be, and «mirroring ideas» about how they are perceived by other people, allowed them to improve the process of gaining self-awareness and the development of their leadership qualities.

To develop leadership qualities in educational activities, we analyzed the experience of involving students of Vasyl Stefanyk Precarpathian National University in various activities. In this regard, activities of student self-government bodies to involve students in business idea competitions, artistic activities («PNU has talents», etc.), establishing contacts with NGOs, interaction with Agents of Change center are especially effective.

Teamwork is particularly important here, and it must be planned and phased. Pedagogical practice became the leading means of developing the leadership qualities of future lecturers. In our opinion, the development of leadership qualities at this stage has its own characteristics. Nowadays, online e-learning technologies play an important role in shaping a lecturer with leadership qualities. They provide virtual, mobile education.

Analysis of a representative online survey (200 respondents) conducted with LimeSurvey helped us to find out the level of leadership qualities development of future lecturers. Only 15% of respondents showed a high level. In our opinion, this shows that the current number of leaders in the educational environment is small.

The result of shaping a leader is an awareness of the unity of certain factors (intellectual abilities, charisma, acquired skills, etc.). Leader-shaping technologies play a significant role in the educational process at modern HEIs. Therefore, we consider it necessary to work on their development through innovation. The online environment contributes to this the most.