

EFFECTIVE LEADERSHIP AS HUMAN RESOURCE OF PUBLIC ADMINISTRATION

Modern researchers believe that an effective leader is one who has followers, and who with their help achieves extraordinary results that consistently exceed the average. A leader creates an image of an attractive future and conveys it to the minds of his followers. Charging them with creative energy, he forms certain values and behavioral norms in his followers, which motivates them to achieve high results. The realization of the leadership vision requires the use of resources and the coordinated work of followers, that is, the creation of an organization. The leader develops and, with the help of followers, implements the main elements of the organization: structure, culture, management systems of reward, selection, information exchange, etc.

Effective leadership involves comprehensive analysis. Standing leaders constantly ask themselves questions like: What am I good at? What are my strengths? What am I lacking as a leader? What do I still need to work on to be better? It is recognized that leadership skills and abilities can be learned. At the same time, it is important to realize that leadership is not a set of skills and abilities, but a quality of character. It is also known that leaders do not become leaders immediately. If you constantly develop your strengths, then the effectiveness of a person as a leader will definitely increase. To be a leader, one must easily navigate the space of communications, goals and processes. To manage other people, you need to manage yourself. To manage something, you need to understand it. Leadership is based on self-understanding and self-management.

The nature of leadership can be better understood if it is compared to management itself. Being a manager and being a leader in an organization are not the same thing. In his influence on the work of subordinates and in building relations with them, the manager relies first of all on the positional basis of power and on the sources that feed it. Leadership as a specific type of management relationship is based more on the process of social influence, or rather, interaction in the organization. This process is much more complex, requiring a high level of interdependence among its participants.

Another quality that distinguishes leaders is strong motivation, the desire to achieve one's goal and an exceptional level of energy, which is transformed into intense social activity. In modern conditions, effective leadership is not an iron hand, but a high sensitivity to the needs of followers, which is manifested in the development of employees, their preparation for solving more difficult tasks, in their inclusion in group work, in providing them with help in achieving personal goals.

The strength of leadership influence is directly proportional to the degree of acceptance by the follower of what the leader proposes to do. Power and influence are very important in the work of a leader, who must strive for an optimal combination of all possible bases and sources of power available to him, since this is also one of the main conditions for effective leadership. Moreover, it is not necessary for a leader to concentrate administrative power in his hands. It should be noted that power is always leadership. Instead, leadership in many cases creates power and, to a large extent, ensures it. A useful distinction between leadership and mere administrative power is that leadership power does not require the use of force, although it does have it.

Leadership is the ability to set significant, strategically important, motivating goals for the organization, the ability to influence, use all available sources of influence on individuals and groups, directing their efforts to achieve the goals of the organization, the implementation of plans, programs, projects.

Leadership is inseparable from management effectiveness. However, in this article we will not correlate the concepts of leadership and management, we will not raise the problem of the relationship between a leader and a manager. We will leave this aspect for the next consideration. Here we will focus on the problem mentioned in the title of the article.

Leadership qualities are important for the success of any activity, but they are especially important in the field of management and leadership. Therefore, it is important to know the main functions of any manager in order to contribute to the formation of relevant qualities in future managerial specialists, modern students.

There are many examples of effective leaders in foreign and domestic business practice. At the same time, this problem has not yet been fully studied in the field of public administration practice, although it is also relevant here.

The problems of improving the efficiency of public administration at the current stage bring to the fore the question of the role of leaders of various levels and ranks. In addition to the functions assigned to them by job instructions, civil service managers must also perform the role of leaders, i.e. motivate and develop personnel, inspire them to active work, shape organizational and corporate culture, be a mentor and educator for subordinates. And that is why there is no need to doubt the relevance of forming leadership qualities in future managers and current students. But, turning to this topic, we cannot bypass such a problem as - are leaders born or become? In the wide scientific literature of the problem, we find supporters of both points of view. Some argue that in order to become a leader, one must undergo solid training. And there are many examples of the fidelity of this approach.

At the same time, when we talk about natural leadership, we do not mean that it is entirely and completely given from birth. Any natural inclinations must have a certain environment for development, which provides examples and role models, educates not by teaching, but by example, enthalls and compels imitation. In addition, the spheres of activity in which personality development took place, parents, friends, teachers and mentors are important. Thus, we can say that the right to leadership, to success in this direction should really be given from birth. But you must use this right, you must develop the necessary qualities, you must want to become a leader, you must spare neither time nor energy to move along this path. Therefore, it is necessary to pay special attention to the problem of the formation of leadership qualities in students of management specialties in the process of implementing the educational program in the areas of "State and municipal administration", "Management", etc.