

Leadership in Management: an Analysis of the Performance of Leaders in Europe and Central Asia

Khayriddinova Asal Farhod kızı

Uzbek State Institute of Arts and Culture 2nd year student

Mominmirzo Kholmuminov Zokir oglu

Associate professor of the Uzbekistan State Institute of Arts and Culture

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ABSTRACT

This article talks about the concepts of leadership and leadership in the process of management, their tasks, the difference between them, the analysis of the activities of leaders on the example of European and Central Asian state leaders and figures.

“Today’s best leader, today’s best thinker”

Robin Sharma

In our society, there are concepts such as “leader”, “captain”. In fact, they all mean the same thing and serve the same purpose. Therefore, it is difficult to define a big difference between the concepts of leader and captain. Their duties, responsibilities, and characteristics are equal. Despite this, one of them is official and the other is unofficial. The leader is appointed to this position officially, that is, in accordance with the law. The leader is informal, that is, a person chosen by a group according to their wishes. There are 2 different forms of leadership. In many cases, a leader first gets a position, and then respect after that position, while a leader, on the contrary, gets a position after respect.

A person with a high position, that is, a leader, achieves leadership by himself and emphasizes what to do to his subordinates. A true leader, unlike him, shows his followers what to do and participates in it himself. A leader has the greatest power when his comrades do not doubt his presence, strength and talents, but trust him. The aspects that distinguish a leader from others serve to bring him to the top.

A leader (from the English word “leader”, a process of social influence that unites the support

and action of others in performing a common task [171]) is usually manifested in the group's informal relationship system. Recognition of a certain person at the level of a leader means spiritual closeness to him, a high assessment of his work-related qualities, strong attention of this person to the interests of the group. The leader is a person recognized by all members of the group. The main aspect of the leader's value system is to put the interests of the group above all else, to be able to mobilize the team in this process by seriously starting to solve the task set before the group.

The leader in the labor team is distinguished primarily by his hard work and social activity.

A leadership position is person elected by the leader group. If we pay attention to the difference between a manager and a leader, a manager has employees, and a leader has like-minded supporters not. If the leader is appointed and relies on authority in management, the leader is elected from among the team members and relies on the team. That is why it is for nothing that he defined "leadership is the art of persuading others to do what you need". [2:35]

Above, we considered the difference between the concepts of "leader" and "boss" that exist in our society. Now we will analyze them on the example of European and Central Asian countries.

Management of socio-economic processes in all of Europe and Central Asia has its deep historical roots. Before the formation of management as a science, he understood the essence and meaning of this process and applied it in practice. There were great historical figures and leaders who left their ideas as a legacy to the future generation. One such person in Central Asia is Amir Temur, Farabi, Zahiriddin Muhammad Bobur, Kashgharis, there were great personalities like Napoleon Bonaparte in Europe.

We will analyze the activities of European and Central Asia leaders on the example of politics and state administration of Amir Temur and Napoleon Bonaparte.

Although a huge historical period-more than 400 years separates the founders Amir Temur and Napoleon Bonaparte, there are many common aspects in the life and activities of these two great leaders and statesmen.

When it comes to Amir Temur and Napoleon Bonaparte, they are often seen as military figures, cruel rulers who shed a lot of blood. True, no one can and has no right to justify their wars of aggression and the death of thousands of soldiers and people in these wars. But Amir Temur and Napoleon Bonaparte were first of all creative people. During their rule, the appearance of Turkestan and France will change completely in a short time. The cities of Samarkand and Paris will become the most beautiful cities in the world. During the reign of Amir Temur, the population of Samarkand reached 150,000, and the city itself became the center of the world. Amir Temur's creative work is carried out not only in Samarkand, Bukhara, Tashkent or Turkestan, but also in 27 countries under his control. It was not for nothing that Khoja Hafiz Sherazi, a contemporary of Amir Temur and the great poet of the East, praised Samarkand and Bukhara. Maghreb historian and philosopher Ibn Khaldun met with Amir Temur, and was surprised by his knowledge of various sciences and the fact that he was an intelligent scholar of history.

Although Napoleon Bonaparte reigned for a total of 5 years, during this period he completely changed not only France, but also Western Europe. The harbors, bridges, canals and roads built by him amaze the human mind. Napoleon's contemporaries, the composer Beethoven and the great poet Goeth, immortalized the personality of Napoleon in their works. Amir Temur and Napoleon Bonaparte were patrons of science, culture, arts, crafts, construction and technical works. Both tried to solve any problem through peaceful means. They resorted to weapons only as a last resort. Bonaparte's creations, the work of both of them consisted of gathering talented, business-minded, entrepreneurial people around them.

Both Amir Temur and Napoleon Bonaparte paid great attention to the advice and counsel of their relatives. Amir Temur in his "Tuzuklari": "I managed all my work with the council and took the right measures to complete it. Before starting a job, I would think of ways to get out of it. "I would bring it to the end with the right measures, strict discipline, patience, carefully thinking about the future and not forgetting the past," he writes. Napoleon Bonaparte also had these qualities. "Gentlemen, I did not call you here to confirm my views," said Napoleon at the next session of the Senate. The purpose of your coming here is to express your opinion honestly. Later, I will compare the opinions you have expressed with my own opinions and determine which one is more favorable. "On the seal of Amir Temur, the words "Strength is righteous" were written, and Sahibkiran carried out nine-tenths of any work peacefully. Napoleon once said: "Do you know what attracts me so much? Violence does not create anything. There are two powers in the world: the power of the mind and the stroke of the sword. But reason wins over violence. "The German scientist Emil Ludwig made the following conclusion about this:"Bonaparte relies more on reason than an any weapon. He seeks discipline and peace rather than war and aggression."

Amir Temur and Napoleon Noaparte, as creative individuals, bequeathed many buildings and gardens. At the same time, it is known that they left "Regulations", "Codes", "Constitutions" and many instructions in the field of statehood in writing.

When Amir Temur came to power in 1370, he began to establish a centralized state, first of all, he established justice in the country and developed the criteria of justice. Special attention was paid to the people of science and art, the improvement of the country was the basis of Amir Temur's domestic policy. Unprecedented in history, improvement works have started. As a result of Napoleon's coming to power, new buildings, higher educational institutions, secondary vocational schools and lyceums began to operate. Construction of buildings, digging of canals, construction of bridges, construction of harbors, museums, theatres were widely started. Most importantly, the revolution that lasted more than ten years was put an end to, churches were opened and renovated. Wide opportunities have been created for the activities of scientists, architects, businessmen, entrepreneurs. Conditions were created for people of knowledge and crafts. Attention has been paid to talented writers, poets, artists, composers historians, philosophers, as well as scientists of concrete, social and natural spheres. The city of Paris has become the economic, social, political, cultural and spiritual center of Europe.

A huge material, cultural and spiritual heritage from Amir Temur and Napoleon has partially reached us. Amir Temur's "Constitutions", "Biography", Napoleon's "Codex", constitutions adopted in France during Napoleon's time, "Memoirs" written on St. Helena Island are vivid examples of this.

Of course, it would be appropriate to analyze the activities of not only Amir Temur, but also the activities of many state officials, political scientists, and scientists. The reason is that all of them served for the development of the state, satisfaction of the people's needs, and raising the worldview. One example is "Policy"- a unique source of personnel management. He has been an example in the field of education for adults since 11th century. Abu Ali Hasan ibn Ali Nizamulmulk, who left an indelible mark with his work, encouraged the ministers who had positions in the management of the state and other people with smaller positions to be serious about their work, and encouraged them to do honest and clean work. [3:41] These words of his have not lost their importance even now. In his work "Politics", which has been very popular in the East since ancient times, "the main task of the king, governor, emir and beggars, qazi and kuzot, in modern language, the leader is to protect the sheep from wolves. [4:239]

"Leader-mentor, trainer, leader-educator of the nation, a person who belongs to eternity. Due to his hard work, our future heirs will mature. So, attention to the leaders, attention to the destiny of the Motherland. Amir Temur said, "The state-leaders are powerful with the loyalty and self-

sacrifice of the citizens. “In addition, in the Republic, the leading employees form a large link, therefore, more the leaders are armed with national ideas and beliefs, the more progress the society will make. But leadership is also a unique art and creativity. A leader needs talent just like an artist. Just as not everyone is an artist, not everyone is a good leader. At a time when the economy of our country is growing at a rapid pace, leadership skills are important in ensuring free competition and the well-being of the population, and ineffectively organizing management activities in organizations and enterprises. That is why President Shavkat Mirziyoyev did not say for nothing: “If the activities of the leaders are positive, if the people are satisfied with them, we say thank you, if not, we will say goodbye to such leaders.” [5:19].

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