

IMPROVING THE MECHANISMS OF FORMING THE SPIRITUAL IMAGE OF LEADING EMPLOYEES OF THE EDUCATIONAL INSTITUTION THROUGH FORSITE TECHNOLOGY

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Pedagogik mahorat va xalqaro baholash ilmiy-amaliy markazi

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Abstract

In this study, the importance of foresight technology in the formation of the moral image of the educational institution's leaders and the mechanisms of its improvement are studied. Foresight technology, that is, the methodology of foreseeing and forecasting the future, helps to determine the directions of development of executives and improve the processes of making strategic decisions. The research shows how foresight technology is used in the educational system, especially in the formation of the spiritual image of leaders, and how pedagogical leadership and psychological approaches play an important role in this process. Also, practical recommendations and strategies for improving the mechanisms of formation of the moral image of the leaders of the educational institution have been developed.

The study emphasizes the need to introduce innovative approaches to the management processes of the educational system and shows how foresight technology should be adapted to the long-term development strategy.

Keywords: Foresight technology, educational institution, management staff, moral image, educational management, strategic decisions, pedagogical leadership, psychological approach, development strategy, innovative management.

Introduction

Spiritual image of executive personnel and their pedagogical and managerial skills play an important role in the development of the education system. A spiritual image includes not only the personal qualities of a leader, but also the ethics, ethical values, innovative thinking and decision-making styles reflected in his management processes. Therefore, the formation of the

spiritual image of the leaders of the educational institution ensures the observance of the highest level of spirituality and ethical standards in their professional activity¹.

Currently, foresight technology is seen as one of the effective tools that can be applied in the education system. Foresight technology is a technique used to predict future changes and strategically plan for them. This method helps to identify areas of development of managers and other employees in educational institutions and to improve management decisions².

This study examines the role of foresight technology in the formation of the spiritual image of educational institution executives and its specific approaches, how they contribute to the development of personal and professional qualities of leaders and how mechanisms for improving this process are needed. The study also analyzes the impact of this technology on improving the professional competence of executives and implementing effective management in the education system.

DISCUSSIONS AND RESULTS

The formation of the spiritual image of executives in educational institutions has a positive effect on their professional and personal development. The spiritual image of the leader determines his managerial activities, leadership skills and pedagogical approaches. A spiritual leader ensures that he or she is able to demonstrate his or her moral values, make confident decisions, and be resilient to change. Therefore, the personal and professional development of managers becomes the decisive factor for the effective functioning of the educational institution³.

Foresight technology is manifested as an effective tool in shaping the moral image of leaders in educational institutions. The main goal of foresight technology is to be able to anticipate future changes and apply them to strategic management processes. This process enables leaders to develop management in accordance with the needs of the modern education system. The application of foresight technology will help leaders develop new approaches to long-term decision-making. Also, this methodology plays an important role in the formation of the moral and ethical image of leaders, as it is necessary to take into account the ethical and ethical issues that arise when making decisions.

Foresight technology serves to improve the following mechanisms for the formation of the spiritual image of managers⁴:

1. **Strategic planning:** Foresight technology helps leaders choose the right strategic direction by predicting future changes. This, in turn, creates an opportunity for leaders to set clear directions for long-term decision-making.

1 Abdukadirov, R. (2015). Educational management and pedagogical leadership. Tashkent: Teachers' Publishing House of the Republic of Uzbekistan.

2 Turaev, A. (2017). Foresight Technology: Concepts and Methods. Tashkent: Innovation and Education Publishing House.

3 Davronov, I. (2020). Innovative methods of management in the education system. Tashkent: New Generation.

4 Karimov, I. (2019). Moral character and leadership qualities. Tashkent: Literature and Art Publishing House.



2. **Psychological Approach:** Forsyth technology helps to enhance the psychological preparation of leaders. This creates an opportunity for them to be prepared for future changes and apply new approaches to effectively motivating the team.

3. **Innovative Management Methods:** Forsyth technology is used by leaders to develop innovative management methods. This allows for an upgrade of management and increased efficiency.

The role of foresight technology in the formation of the spiritual image of leaders in an educational institution

Forsyth technology helps develop the moral and ethical qualities of leaders. This technology helps leaders prepare for future changes, develop new strategies, and adopt effective approaches to leadership⁵.

Improvement of development mechanisms. The use of foresight technology requires the introduction of new mechanisms into the professional development of leaders. These mechanisms contribute to the effective management of the educational institution and allow the formation of the moral and moral image of their leaders.

Development of pedagogical management. Forsyth technology serves to improve educational management through new techniques. This helps leaders anticipate changes that occur in their learning processes and help them adopt effective management approaches.

Modern management approaches. The introduction of foresight technology will allow managers to carry out management processes in modern and innovative ways. This will help to adapt to changes and ensure effective management in the institution⁶.

Also, the application of foresight technology in the education system increases the resilience of leaders to changing conditions and further improves the process of forming their spiritual image.

CONCLUSION

Forsyth technology plays a great role in the formation of the spiritual image of executives in educational institutions. This technology allows leaders to anticipate future changes and apply them correctly to management processes. The application of forsyth technology will help leaders develop personally and professionally, encouraging their wider application of ethical and moral approaches to decision-making.

The study explores the mechanisms of foresight technology in shaping the moral image of leaders and creates new management strategies. This process serves to strengthen pedagogical authority of educational institutions, introduce innovative management methods and ensure effective management of educational institutions.

5 Kolmatov, X. (2018). The role of foresight technology in the Uzbek education system. Samarkand: Samarkand University Press.

6 Kadirov, B. (2018). Management Strategies: New Methods and Approaches. Tashkent: National University of Uzbekistan Press.



In general, foresight technology is an important tool for the formation of the spiritual image of leaders in the education system, and its effective application greatly contributes to the development of educational institutions and the increase of leadership skills.

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