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PROSPECTIVE WAYS OF IMPROVING CADET LEADER DEVELOPING SKILLS IN DEFENSE SYSTEM OF UZBEKISTAN

Abstract: Modern development international relations of Uzbekistan is also put special tasks on skilled and qualified personals in military system of the country. During the enrollment into the defense system each students passed practical tests and interviewed by professional theoretical knowledge, special talents and spiritual moral value of Uzbek nation. In this paper work author studied initial approaches of shaping the cadet leaders and developing their professional ability with special tactics and strategies to protect country, population, its territory and moral values. In the article it is commonly learned most urgent tasks in the field of military personnel training for the issue of improving the activities of the every young generation to become professional personal in future. Modern approaches of improving leadership skills and personal development skills of individual cadet of Uzbekistan described in some theoretical and graphical point of view for develop soldier honor and enthusiasm as to stay stronger personal as previous grandfather of Uzbek nations in the past history.

Key words: cadet, leadership, military officer, professional ability, defense system, international cooperation.

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Introduction

During the development of international relations Uzbekistan faces lots of changes selecting professional personals in defense system in Uzbekistan. Especially physical strong and healthy with intellectual potentials are professional attributes of the each applicants. Leadership skills are one of the main factors of the development of the defense system of the country.

Leadership through the times has revolved around how to act in order to influence someone or something, in such a way that one achieves desired results. Military leaders sometimes find themselves under extreme stress and will have to exercise their leadership under difficult conditions (Forsvarets Stabsskole, 2007). This type of leadership is also known as “in extremis leadership” (Kolditz, 2010) and these types of situations are also known as “the unforeseen” (Torgersen, Steiro, & Sæverot, 2013). In the Norwegian Armed Forces Joint Operational Doctrine (NAFJOD) (Forsvarets Stabsskole, 2007) it is emphasized that one should be able to show

independent initiative. Our interpretation is that this will involve a good deal of the personality trait creativity. We can be sure that contemporary military operations puts great demands on the individual (Heen, 2006; Heen & Wathne, 2006). At present we do not know what these demands may require from an individual officer. We therefore want to establish certain facts about this in such a way that it would be possible to predict who will succeed well in leading in the operational context. Likewise, we would like to say something about what kind of leadership is most effective in the same context. A lot of research has focused upon the Big Five personality characteristics and their impact upon performance and leadership behavior.

Investigating military personnel in East Asia, Ployhart, Lim, and Chan (2001) found that Openness to Experience was the best predictor of maximum performance, whereas Extroversion was found to predict both maximum and typical performance. Furthermore, Ross and Offermann (1997) concluded that a high score on transformational leadership was

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associated with a very distinct personality pattern. This personality pattern was characterized by higher levels of nurturance and pragmatism, but also included feminine attributes as well as lower levels of aggression and criticalness. Ross and Offermann (1997) stated that this personality pattern formed the core of transformational leadership.

In an attempt to understand the emotional intelligence and performance of leaders, Sosik and Megerian (1999) found that the correlations between the aspects of emotional intelligence, the leader's behavior, and the resulting performance varied as a function of the leader's level of self-awareness. Church and Waclawski (1998) investigated the link between individual differences in personality orientation and subsequent leadership behaviors in the workplace. They found that executives characterized as inventors and motivators were more transformational in their leadership style compared to managers and what they characterized as implementers.

This paper explores whether there exist any connections between the leadership styles Developmental Leadership (DL) (Larsson & Kallenberg, 2006) and being creative. The data collected from DL and the Sixteen Personality Factor Questionnaire (16PF) is, however, not specifically collected from an operational context, but must be regarded as a starting point for further studies meeting, one of the most urgent tasks in the field of military personnel training was to improve the activities of the Academy. We are very pleased that today's meeting is being held in a fully renovated Academy. The modern situational center here is the result of our work throughout the year.

There are many examples of successes and achievements that we have made over the past year. At the same time, it should be noted that there are still many problems in defending the capacity of our country. We must work hard to address them in 2018 and in years to come.

Personality traits associated with skilled leaders

Personality appears to play a role in how one exercise ones leadership. Who you are affects your thoughts, your emotions and your actions, and thus your leadership style. It has been shown that some people are better suited to leadership roles than others. Martinsen has in his research been concerned with identifying the kind of personality traits and leadership traits that give the best leaders (Farebrot, 2008). Martinsen (2005) presents five important characteristics of personality traits in the skilled manager based on a review of 100 years of research on leaders and leadership.

These five key personality traits is being to a great extent open to the experience of others, being genuinely curious, and having a sense of creativity and

aesthetics. In a study by Judge and Bono (2000) it was found that extraversion and agreeableness were positive predictors of transformational leadership. Furthermore, openness to experience was found to be positively correlated with transformational leadership. However, controlling for the influence of the other traits, the effect disappeared. Both conscientiousness and neuroticism were found to be unrelated to transformational leadership. Judge and Bono's (2000) results also revealed that specific facets of the Big Five traits could predict transformational leadership less well than the general constructs of the Big Five. The personality traits extraversion and openness to experience have been found to have strong relationships with leadership effectiveness (Judge et al., 2002).

Methods and materials

In this article author used qualitative method with ground theory and secondary date source analyses. And some case study methodology is distributed. Main materials are international experience of Military personals leadership and presidential decree of Uzbekistan. Local and international web sites and Sciencedirect some article presented as s reference and proof or evidence of the current research.

Results

Based on the foregoing research it has been learned that:

1. A leader is actively creative and non-creative binary personality in a group possessing specific characteristics: charisma; highest status in the group; undeniably real and irrefutable authority; influence in the group; exceptional role in organizing the activities of the group and decision making; regulation of relationships in the group; ability bring people together to achieve team building purpose.

2. An indispensable attribute of a leader is at least one follower. Leader is a main role of ability to captivate and lead group members to organize close communication and business effective relationships solving specific problems for the benefit of group goal reduction in military system.

3. When considering this phenomenon should be guided by the following characteristics of leadership signs in defense combat:

a) Leadership is a set of qualities that mi possesses an individual whose presence can let him have a leading influence statement on other persons;

b) Leadership is the result of actions dear that match as much as possible situations

c) Leadership is the result of behavior, approved and accepted by the environment;

d)Leadership is always a "question of degree, correlation dependent power personal qualities of an authoritative person with the honors of those to whom

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she is trying to render influence, and with the situation in which this group”;

e) Leadership is a reflection of the level of a leader’s group to her level of development and interests, able to fulfill significant for her cottages.

4. The role of the modern leader is

- a) the formation of new groups;
- b) implementation of the views and positions of their supporters;
- c) all group and maintaining its cohesive.

d) managing the movement of the group in agreed with the direction of the group.

5. The effect of group activity will be higher if formal and informal coincide in one person, which allows them argue that leadership is an element interpersonal, intergroup communication, having a significant impact on wearing within the group, on the results of joint activity and requiring steel attention and study.

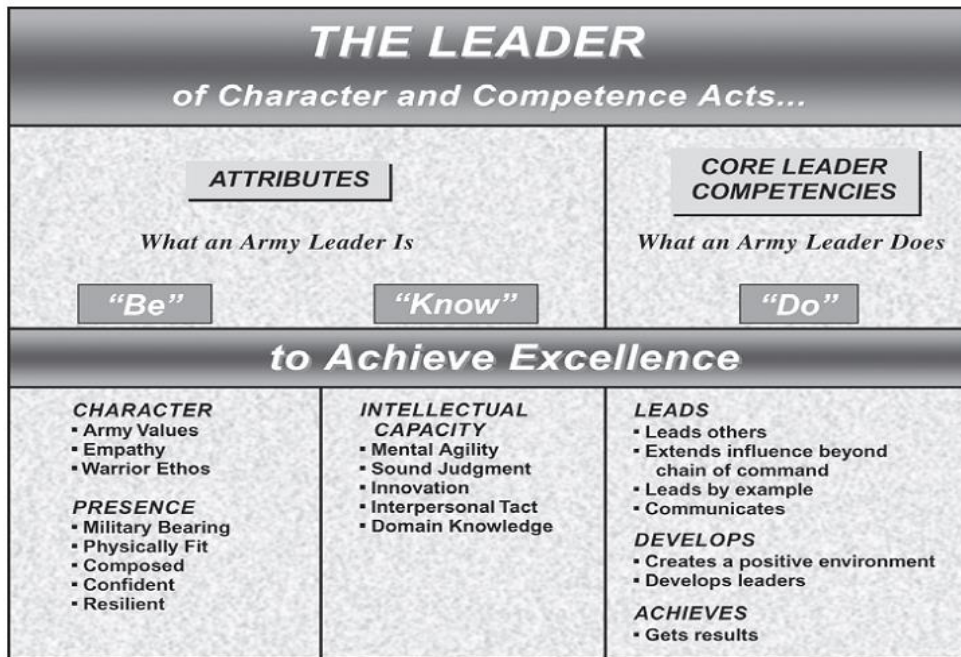


Figure 1. The Army’s Be, Know, Do Leadership Philosophy

Source: Introduction to Army Leadership, CCR-145-3, Reserve Officers Training Corps Precommissioning Training and Leadership Development. 2005. Page 4.

Military researcher A. V. Valkov claims to be a combat officer a soldier requires complex of certain qualities that, forming a professional structure of it personalities are at the same time the basis leadership in the team. Most important of them he relates high intelligence, purposeful laziness, the ability to psychoanalysis and vocabulary, stress tolerance, emotional balance, management ability empathy, managerial discernment, exactingness, professionalism, sociability main factors of the leadership skills of the cadet development.

What is Leadership in defense system?

Leadership is the process of influencing people by providing them with purpose, direction, and

motivation while you are operating to accomplish a mission and improve the military base and country. Army leaders anyone who, by virtue of assumed role or assigned responsibility, inspires and influences people to accomplish organizational goals. Army leaders motivate people both inside and outside the chain of command to pursue actions, focus thinking, and shape decisions for the greater good of the organization. Being a leader is a lot more complex than just giving orders. Your influence on others can take many forms. Your words and your deeds, the values you talk about, the example you set, every action you take—on or off duty—are all part of your influence on others.

Table 1. The Seven Key Army Values

L Loyalty	Bear true faith and allegiance to the US Constitution, the Army, your unit, and other Soldiers
D Duty	Fulfill your obligations
R Respect	Treat people as they should be treated
S Selfless Service	Put the welfare of the nation, the Army, and subordinates before your own

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H Honor	Live up to all the Army Values
I Integrity	Do what is right—legally and morally
P Personal Courage	Face fear, danger, or adversity (physical or moral)

Based on the analysis of scientific literature into the structure of leadership qualities of a warrior the tractor should include: observer firmness, determination, perseverance, practice identity, initiative, organization, independence, self-control, emotional stability, communication flexibility, development of new ones roles, preparedness for activities in military professional sphere. Availability and acceptance by others qualities of excellence (suggestion of faith in one's its leader, recognition of the dominant influence on the members of the group);

- ability to take initiative in business groups in interpersonal relationships;

- the ability to direct attention and to develop the interest of group members in general group goal and its corresponding task;
- ability to organize a trust communication with your supporters;
- ability to translate ideas, views and suggestions of group members as agreed a new program of action;
- willingness to lead group members the direction where they themselves want to go;
- ability to maintain unity and cohesion in the group.

Table 2. Leadership growth

Level	Short characteristics
Internal leadership	Diagnosing leadership skills. Determination of the presence of Lock for the emergence and development of leadership. Requirements: leadership skills to motivate and adjust yourself to work, to take responsibility for their actions and keep the situation under control.
Situational, or contextual leadership (micro-leadership)	It manifests itself when a person takes on the role of leader depending on the words living situation and in a specific context. On it is a temporary responsibility. What is happening? Most often, such leaders are motivated. When the urgency of the situation decreases.
Command or tactical, leadership (macroliding)	The leader constantly leads his team. It is her inspiration. Taking the initiative in their hands over a large gap of time. Responsible for his team and its members. Set tactical goals and committed to achieving them.
Systemic, or strategic, leadership (metal lead)	The leader manages the system as a whole. This is the leader of the leaders. That is, he leads leaders Sets strategic goals, fights the company's vision, determines far-reaching plans and prospects development.

Leader activity algorithm conditionally can be reduced to the following sequentially:

1. An objective and thorough analysis reality and wording impartial conclusions.
2. The determination of the line of behavior on the basis of findings, program development we are action and decision making.
3. Organization and mobilization of forces and funds providing member support groups in the interests of implementing the adopted a tendency, which provides for.

According to the developed countries management system military cadets are being tested and examined in following criteria's for development of the leadership skills and talent management growing:

1. The formation and development of high military professional qualities (skills and abilities use of weapons and military equipment, determination, ability to instantly shift push to action; ability to manage , educate them; be ready take responsibility for the last action given orders; high self-giving and

justifiable risk; practical type of thinking, will and perseverance in achieving research goals). It is achieved by:

- a) highlighting professional growth that in priority areas full work;
- b) mobilization of cadets continuing education and professional development

2. Purposeful state patriotic education, involving a sense of pride and its military establishment. This is achieved by continuous study of domestic and military traditions of the people and his army, the formation of the "national spirit", involving seafarers in mass events military-patriotic character, driven by local authorities and public government.

3. The formation and development of positive motivation for military service under the contract. This can be achieved by creating appropriate conditions of service, especially in social welfare plan.

4. Strengthening legal training and education with the aim of forming among warriors tractors respect for the law, aspirations strictly and clearly carry out its riots. Education of contract warriors

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based on certain laws styles as persistent, repetitive and social relations in educational process, the implementation of which allows achieving to develop effective results and the formation of a soldier's personality. Patterns of education are as fundamental requirements based on which need to be educated full work. Focusing on theory and educational practice structural logical relationships and relativity of the peculiarities of the upbringing process.

The following patterns can be distinguished for further development in Uzbekistan as main perspectives:

- Conformity of the goals and objectives of the process education requirements that are modernized to the activity and personality of contract cadet;
- Conformity of methods, means and methods educational impact goals and tasks of the upbringing process, those conditions in which the soldier is in any moment of his life;
- Correspondence of educational mutual actions, influences and impacts of an individual social and psychological subjective, group, age, gender, professional skills for defending country, its territory and population and so on.

Discussion

Globalization process Uzbekistan developing its strategy by holding peaceful diplomatic relations and international cooperation with international community by equality and building democratic principle open market economy. On this occasion even military sector is also fulfilled new modern reforms with qualified personal. For further development this issues Uzbekistan adopted a Decree of the President of the Republic of Uzbekistan 4, 2018 "The Armed Forces of the Republic of Uzbekistan

Spiritual education of military servicemen cardinal improvement of the quality improvement system of the resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. PP-3898". It was real intentions of making competition among cadets and other personals which serves in Defense system of the Uzbekistan by developing professional development and contributions under special tactics and strategies.

According to the resolution approved the composition of the Republican Interdepartmental Commission for the implementation of the concept of increasing the effectiveness of spiritual and educational work in the Armed Forces of the Republic of Uzbekistan. "This decision will instill in the Armed Forces the life and professional skills of servicemen on the basis of knowledge and awareness, to enhance their knowledge in combination with the real socio-political changes in the life of our country, around us and around the world. This is another step towards addressing the ongoing socio-political processes in the interests of our national interests and to address systemic obstacles to strengthening the ideological immunity against internal and external threats".

Best educational approach is every Friday of the week in the Armed Forces is marked as "Day of Spiritual Enlightenment and Patriotism", with special emphasis on spiritual and educational activities. In addition, according to the decision, the Ministry of Defense will introduce an additional training system for the commander-tactical education and ideological work on the basis of the general faculty of the Armed Forces Academy from 2018/2019 academic year. Within two months will develop the qualification requirements, curriculum and program for this specialty.



Figure 2. Innovative way of leadership level at Army

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The position of "military psychologist" in brigades and separate battalions, "psychologist" in the military administration, "leading sociologist" in the brigades (in military units equivalent to them) and in separate battalions. and educational advisor". On the basis of the Department of Military-Patriotic and Spiritual Education of the Ministry's Central Office and the Department for Relations with State and Public Organizations, the Main Department for

Educational and Enlightenment Affairs will be established in Uzbekistan.

Army leadership positions divide into three levels—direct, organizational, and strategic. The leadership level involves a number of factors, including above figure. It is clear states that main regression is leadership factor among many variable which serves and promotes new solutions and development goals.



Figure 3. Modern approaches of Levels of Army Leadership

According to the Decree following purposes put as a main generator of the leadership skills of the military personals. Current system works for aimed improving the spiritual and educational level of the cadet,

- weekly "Spiritual Rise and military units and institutions in organizing the "Patriotic Day."
- provide close assistance to its commanders;
- regular social and economic conditions of families of servicemen study is a problem identified and the development and implementation of address deficiencies;
- "psychologist" included in military unit management, military units and institutions;
- "The leading sociologist", "the spirituality of the commander of the military unit";
- Cultural Advisor - Head of Culture Center";
- Selection and presentation of senior citizens in the field in the military, on a regular basis assist commanders of districts, divisions and institutions.

Findings

In this research paper work followings are detected as a main instrument for the prospective ways of improving cadet leader developing skills in defense system of Uzbekistan:

1. Uzbekistan uses transparent and rational foreign activity for cooperation with international community;

2. Main content of cadet are for defensive purposes only;

3. Professional skills and leadership ability of the soldiers and cadet are provision of effective both duties and responsibilities in front of the country;

4. International cooperation's under exchange program and training provide competitive environment in each military base and in whole at Defense system of Uzbekistan.

5. Innovative management approaches directed for further development of new reforms at Deference system for improving theoretical, tactical and practical skills of each cadet.

Conclusion and suggestions

Main purpose of this study was to examine a possible relationship between the leadership style developmental leadership and the factor results of leadership in Uzbekistan defense system. Furthermore, a second outcome was to investigate the relationship between the factor results of leadership and the five personality factors from the personality test. Looking at the factors exemplary model, inspiration and motivation, and individualized consideration that describes, we found that those leadership skills of previous wad lower than innovative approaches due to it is more internationally. While literature review showed detail background of the research objectives but current

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reforms are still going observation and more optimized. Decree by the government is a real generator of the professional and skilled cadet and officers in Uzbekistan. These personals are ready for defending all territory of Uzbekistan and its population with honor and with a big enthusiasm.

Safety and security of the country is all time under innovative reforms under great interest with a respect to our beloved descendants.

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