

Requirements for the Leader in the Management of the Preschool Educational Organization on the Basis of Innovative Approaches

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Abstract. This article describes the requirements, qualities and tasks of the head of the pre-school educational organization in managing the pre-school educational organization using innovative approaches, as well as the specific features of management.

Keywords. Competence, competent, innovation, innovation, aspect, complex, conservatism and inertia.

Based on the words of the head of our state, "If there is no innovation, there will be no competition and development in any field", developing the preschool education system based on innovative approaches, improving the quality of education and creating an innovative environment in the management of preschool educational organizations is one of the requirements for management today.

Online and offline training courses are being organized based on an innovative approach in order to prepare employees working in the system for the implementation of reforms, to develop knowledge, consciousness and thinking. In this new environment, a bank of portfolios of personnel who understand the essence of strategy, innovation and digitalization, who are able to ensure the implementation of reforms and change their minds, is being created among the directors of preschool educational organizations. In order to form management based on innovative approaches in the preschool educational organization, we need to read and study more foreign experiences and researches of scientists in our country. Because the requirements for personnel qualifications in the modern labor market are constant and rapidly changing. This requires additional and independent training. Education should be completely digitized. In this case, digital content should be created through platforms or mobile applications to deliver lesson plans, online presentations, animated lessons, video instructors to the audience online.

Today, the director of MTT is personally responsible for the progress of innovations and their effectiveness in preschool educational organizations. The innovative processes implemented in the management of MTT are based on the pedagogical teams of the director, and are based on the ability to see and analyze the individual creative initiatives of each pedagogue in the team.

Innovative activity can be distinguished from the many functional tasks of directors of preschool educational organizations working in the innovative mode:

- selection of a scientific and educational idea or promotion of the author's innovative idea that corresponds to the real innovative education policy;
- comparison of the innovative idea with the socio-pedagogical and material-technical capabilities of the pre-school educational organization;
- to determine the creative potential of the pedagogical team, the level of development of the students;
- selection of the essence of innovation (aspect, local, systemic, complex), which affects the identification of objects involved in innovation processes;
- development of a project for the implementation of an innovative idea.

Implementation of this type of activity is carried out only by a professional leader with a high level of creativity, personal and professional qualities. Today, the pre-school educational organization is in dire need of leaders who can express ideas, take responsibility, be interested in

themselves and their ideas, take risks, and lead. The leader of the new generation should be distinguished by modern management thinking, introduction of new innovative approaches to management.

A manager working in an innovative mode uses tools that ensure the renewal of principles, functions, and management methods.

The leader's innovative activity is a personal result of his creative activity, which leads to the realization of his mission in the pre-school educational organization and to a high level of educational quality. The renewal of the management of the preschool educational organization in connection with the innovative activities has a positive effect on the development of education.

At the initial stage of our experimental work, the analysis of the survey conducted with the directors of preschool educational organizations - on the formation of management of preschool educational organizations based on the principles of innovative approach, recorded the following results

internal motivations of leaders: desire to deepen training in pedagogy, management innovation 47%

interest in innovative management activities 23%

the desire to activate the innovative activities of the pedagogical team 27%

personal development of the leader 31%

external motives of leaders: the desire to establish effective cooperation between participants of innovative activities 23%

the need to improve the quality of education on an innovative basis 45%

expansion of innovative forms of interaction in the innovative educational space 9%

search for ways to develop pre-school education organization in an innovative mode 12%

The leader of the innovation process in the preschool education system should have the following qualities:

1) To have a clear idea of the situation related to the activities of the pre-school educational organization;

2) use your experience and talent to make a realistic assessment of this situation;

3) prediction of unwanted events;

4) to know and unite the team;

5) ability to make the right decision for a long time;

6) timely analysis of changes;

7) balance between making the necessary decisions and the requirements of employees;

8) review and analyze all news.

Distinctive qualities of the head of a pre-school educational organization:

1) the ability to find a creative approach to solving management problems;

2) flexibility, intuition, the ability to respond in time to changes in the external environment;

3) rational organization of employees' activities, ability to organize their working conditions;

4) the ability to be a leader with authority among colleagues and subordinates, which is especially important in critical situations.

However, during the implementation of innovation, the leader faces the problem of resistance to innovation by some individuals. Its existence is due to the fact that most people are characterized by conservatism and inertness, which significantly complicates the perception of innovation.

The most important tasks of modern management

- Planning

- Organization

- Analyze

- Justification (motivation)

- Controlling

- Innovative approach

Basic requirements for leaders of educational organizations .

- to be able to choose the right way at work, to be able to analyze the situation pedagogically;
- to be able to get out of the situation correctly, to approach every job creatively;
- able to follow the pedagogical team with his personal example and attitude to work;
- pedagogic skills and management skills, mastering scientific achievements;
- search for new ideas, internal opportunities and put them into practice;
- universality, intellectualism, appreciation of national values;
- awareness of masterpieces of world culture, breadth of outlook;
- kindness, humanity, respect for the individual;
- to assign tasks to each pedagogic employee based on his character, capabilities and needs;
- access to the trust of the team, achieve timely implementation of the expressed opinion, proposal, and the adopted decision;
- clear definition of tasks, goals, perspective of the pedagogical team, education;
- establishing cordial relations with people, communicating, convincing the team;
- to help, to raise the mood of employees, to voluntarily follow one's back;
- consider and implement alternative options for each case;
- the ability to think logically, concisely, succinctly, figuratively, convey the idea, enter the heart of the interlocutor (or team) with one's eloquence should be embodied in the leader;
- selflessness, responsibility, purity, determination, courage, enthusiasm for the benefit of the community;
- to be a role model for everyone by showing diligence, fairness, demands on oneself and others;
- giving more freedom and independence to pedagogues, preventing them from controlling their every step;
- forgive the mistakes they made while introducing innovations, give them time and opportunity to correct them themselves

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