



Technologies for Effective Organization of The Practice of Developing Prognostic Strategies Based on The Mobilization of Competencies

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Abstract: This article analyzes the essence of prognostic competencies and their impact on leadership effectiveness. Additionally, a structural-conceptual model is developed to ensure this relationship. The significance of forecasting abilities in strategic decision-making, their impact on organizational development, and the necessary conditions for effective management are highlighted.

Keywords: Prognostic competencies, leadership effectiveness, strategic management, structural model, decision-making, risk assessment.

Introduction: In the modern management system, the ability of a leader to make strategic decisions and predict the future (prognostic competencies) is of great importance. This article examines the impact of prognostic competencies on leadership effectiveness and proposes a structural-conceptual model for linking them.

The Essence of Prognostic Competencies

Prognostic competencies refer to a leader's ability to foresee future processes, make predictions, and make well-grounded strategic decisions. These competencies include:

- Analyzing trends and predicting future developments;
- Assessing and minimizing risks;
- Effectively implementing strategic planning.

Leadership is determined by analyzing the composition of a leadership group and the system of relationships

within it. However, there are additional qualities inherent to a leader that cannot be analyzed solely within the framework of relationships. One such quality is the ability to act according to the situation. Initiative, ingenuity, and skill in overcoming difficulties in problematic situations are characteristics of a leader. In challenging situations related to problem-solving, a leader stands out with their progressiveness and ability to lead.

The Uzbek language captures the essence of leadership through two key terms: "peshqadam" and "etakchi." The term "etakchi" reflects an individual's drive to lead and manage a group, while "peshqadam" implies that a group willingly follows someone they trust. This distinction is essential in understanding leadership beyond the simple notion of authority. A leader possesses emotional appeal and the ability to attract others.

Thus, limiting leadership solely to the term "etakchi" narrows its psychological interpretation. Recognizing this, we will use the term "leader" throughout this text.

Leadership and Management

Each employee in a workgroup holds a position within its hierarchy, which may be formally or informally attained. Formal status is defined by an employee's rank and responsibilities within an organization. In contrast, informal status emerges from interpersonal relationships influenced by emotions, which can manifest as either sympathy or antipathy.

Some individuals naturally evoke sympathy within their workgroup due to their qualities, securing a high position within the informal hierarchy. Leadership effectiveness is determined by the leader's ability to achieve organizational goals, utilize resources efficiently, and manage teams successfully. Leaders are distinguished by their work ethic and ability to advocate for group interests, even when these conflict with official policies.

When a formal leader and an informal leader are different individuals, conflicts may arise, perceived by employees as social injustice. However, recognizing and developing relationships with informal leaders can enhance cohesion and productivity. A leader must not only engage with the official hierarchy but also recognize and support the group's informal structure.

The concept of leadership effectiveness

Leadership effectiveness refers to the ability of a leader to achieve organizational goals, effectively use resources, and effectively manage a team. A leader in a work team is distinguished primarily by his work ethic, because it is precisely because of his work that he begins to stand out from others. In addition, a

leader, while protecting the interests of the group, can sometimes contradict the system of formal relations and the interests of official circles. As a result, a conflict may arise in the team between the formal leader and the informal leader. Based on the interests of the enterprise, it is most optimal for the formal leader in the team and the leader formed in the informal system to be represented by one person. If the formal leader and the group leader consist of different individuals, the disagreement between them is perceived by many employees as a violation of social justice. On the contrary, developing a relationship with a leader is considered to be a recognition of the strengths of the group and the choice of the path of rationality. As a sensitive person, the leader should be able to pay special attention not only to the leader, but also to each member of the group who has such a quality. By developing an existing relationship with an individual leader, it becomes possible to form positive feelings with other members of the group. When analyzed in this sense, the presence of an informal leader in the group is an additional bridge for the formal leader to build warm relationships with group members. However, not everything in life goes as smoothly as planned, and the conflict of interests of the formal leader and the informal leader, the stubbornness of the informal leader, despite the leader's friendly steps, may come into conflict. This is expressed in a conflict in the team, and the guidelines for resolving such situations are discussed in detail in the topic of conflicts in the team. Modern psychology, through its achievements, can provide sufficient information about the nature of the qualities inherent in a leader and the guidelines for achieving them. Effective leadership depends on the following criteria:

- Quality of decision-making;
 - Innovative approach and creative thinking;
 - Team motivation and leadership quality.
- The Relationship Between Prognostic Competencies and Effectiveness

Prognostic competencies influence leadership effectiveness through:

- Making sound strategic decisions;
- Rapidly adapting to changing environments;
- Optimally allocating organizational resources.

Forecasting has established itself as a fundamental research method across various fields. Since ancient times, humans have sought knowledge about the future, analyzing past and present data to identify cause-effect relationships and predict outcomes. Forecasting involves systematically studying the potential development of events through scientific

methods.

Dictionaries define forecasting as evaluating future trends through research and data analysis, emphasizing probability and informed speculation. Forecasting is a cognitive process involving active reflection on the future and the identification of dynamic trends based on past and present conditions.

Structural-Conceptual Model

A conceptual (substantive) model is an abstract representation that defines a system's structure, the characteristics of its elements, and causal relationships. Additionally, it describes the types and degrees of interactions among elementary phenomena and the role of each phenomenon in the overall system process. Initially, a conceptual model exists in the researcher's mind and is developed to reflect specific system attributes according to modeling objectives. The following structural-conceptual model explains the relationship between prognostic competencies and leadership effectiveness:

- **Input Data:** Market conditions, internal and external factors;
- **Prognostic Process:** Data analysis and forecasting;
- **Strategic Planning:** Decision-making and plan development;
- **Implementation and Monitoring:** Leadership effectiveness assessment;
- **Outcomes:** Organizational growth and sustainability.

CONCLUSION

Forecasting is a cognitive process that actively reflects on the future based on scientific analysis of past and present conditions. Predictive competencies are essential for effective leadership, as they enable leaders to anticipate challenges and opportunities, making well-informed decisions.

To enhance leadership effectiveness, organizations should:

- Conduct training programs to develop analytical and strategic thinking skills;
- Utilize modern technologies and artificial intelligence for improved forecasting and decision-making.

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