

**WAYS AND MEANS OF DEVELOPING LEADERSHIP ABILITIES
AMONG UNIVERSITY STUDENTS**

Summary. In this article, the authors consider ways and means of developing leadership abilities among university students. At the present time, the requirements for specialists' training quality have significantly increased in the system of higher professional education, the need for such a specialist who has pronounced organizational skills, an inner desire for social activity, a specialist who can offer non-standard ideas and lead others is being established. Also in the article, leadership qualities are considered as one of the leading characteristics of the modern man's personality.

Keywords: student, leadership, abilities, success, values, character, a priority.

Аннотация. В данной статье авторы рассматривают пути и средства развития лидерских способностей у студентов университета. В настоящее время в системе высшего профессионального образования существенно возросли требования к качеству подготовки специалистов, устанавливается необходимость в таком специалисте, который обладает ярко выраженными организаторскими навыками, внутренним стремлением к социальной активности, в специалисте, который сможет предложить нестандартные идеи и повести окружающих за собой. Также в статье рассматриваются лидерские качества выступающие как одни из ведущих характеристик личности современного человека.

Ключевые слова: студент, лидерство, способности, успех, ценности, характер, приоритет.

The quality of specialists' professional training in the university becomes the leading idea of state documents that determine the development of higher education in Kazakhstan. The Ministry of Education and Science of Kazakhstan exerts best efforts to develop the system of higher professional education.

The modern period of the society development is characterized by various social and economic transformations that affect all spheres of human life. In these conditions, the nature and purpose of labor activity changes. Today, the profession is seen as a source of material well-being and the desired social status. In this regard, the requirements of the employer for the graduates' professional training of educational institutions are being increased. Such

personal qualities of the future specialist, as a creative approach to solving professional problems, independence, ability and readiness for self-development and self-realization come to the forefront.

The key priority of educational programs should be the development of the ability to constant adaptation to changes and assimilation of new knowledge [1].

The preparation of future leaders becomes a strategic task for the state and, accordingly, for the system of higher education, the solution of which is related to the provision of certain psychological, pedagogical and organizational conditions for the formation of leadership qualities within the educational process. K. Levin, B. D. Parygin emphasize the importance of the leadership qualities' formation among university students, which is determined by the development of reflection abilities, the positive impact on people, active and responsible attitude to society and socially significant activity [2].

Leadership is the ability to influence both the individual and the group, directing the efforts of all to achieve the organization's goals. Leadership is a natural social and psychological process that takes place in a group; it is connected with the influence of an authoritative personality on the behavior of the group's members.

Influence is understood as the behavior of a person, which leads to changes in the actions, attitudes, feelings of the other person. Influence can be exerted through ideas, oral and written words, suggestion, persuasion, emotional contamination, coercion, personal authority and example [3].

Leaders are people who have succeeded on their own. They constantly work on themselves, study and grow, and over the years their professionalism and competence are increasing. Usually leadership is manifested in situations that require a person to lead.

In leadership, character is more important than actions. According to one of the basic principles of personal growth, to what you pay much attention becomes the most important in your life and affects your character more strongly. When you think and act the way that is typical of all successful leaders, your efficiency also grows day by day. Through constant reflection, these qualities become part of your personality and behavior. You adopt them, practicing in the daily activities of the leader. The more similar to the leader you become internally, the more effectively you act in the external world. Thinking like the best leaders, you are constantly growing.

Leaders can see the perspective, look to the future. They have a clear and often non-standard idea of the way they are going and what they are trying to achieve. The difference between leaders and ordinary people is that first always have strong beliefs that they will not sacrifice under any circumstances. And ordinary people have very vague values, and they are often ready to sacrifice it for the sake of immediate benefit.

Winston Churchill said that «courage is rightfully considered the most important virtue, because all the others depend on it». And General Douglas MacArthur believed that «life gives no guarantees – only opportunities». To have the courage means to be ready to take risks for the sake of achieving your goals, without any guarantees of success. There is no cleanness in life or in business, every commitment you make and every action entails a certain risk. Therefore courage is the brightest of the qualities of an excellent leader. It is known that the future is always for those who take risks, not seek security. It belongs to leaders who are ready to leave the comfort zone and take risks so that their company lives and thrives in any economic situation. Courage is a willingness to take action without any guarantees. Robert

Greene writes: «Always be bold. Sometimes courage brings trouble, but usually one can get out of them, becoming even bolder». Courage and boldness are manifested in the fact that you constantly think about what to do. Thus, you apply the method of the so-called continuous offensive. You have the courage to go forward in any circumstances.

An integral part of bravery is courageous patience, or, in other words, the ability not to leave the race, not to surrender, when it seems to you that you are trampled on the spot, or when the circumstances are not in your favor. After the beginning of any large-scale offensive, a period begins when the pace of events slows down and it seems that nothing happens: no victory, no defeat. At such a moment, many are discouraged and retreat, failing, or worse still, fighting without enthusiasm. However, the leader, determined to act according to the plan, steadfastly continues to go forward without losing his initial fuse and energy.

A decisive test of the leader's bravery is manifested in his behavior during a crisis. The crisis can not be avoided; therefore, this time of trial. The ability to be on top in difficult times largely determines the success or failure of a certain activity. This quality can not be taught – it develops only in a collision with a real crisis, a real emergency situation that threatens serious losses.

Leaders, faced with a trial, unexpected hindrance or failure, they immediately become collected. First, they convert the spirit to calm down, deliberately reducing their speed. Experience teaches them: in a calm state, one can better think, analyze and make decisions.

Honest leaders are responsible. They take responsibility for their actions, for obtaining the results for which they were hired and appointed. They constantly remind themselves of their responsibility. The leaders declare: «If something needs to be done, I am ready to answer for this». Leaders do not rush to seek excuses when things go wrong, but find ways to go forward. They do not allow themselves to dwell on possible options for the development of events that have already happened, but focus on what can be done to solve the problem now. Leaders do not blame others for mistakes. They take the full measure of responsibility.

The best leaders are strong and decisive, but modest people. Modesty does not mean weakness or suspicion, it means that a person is confident enough in his abilities, knows himself and knows how to recognize the value of other people, and not see them as a threat to his position. Modesty allows us to recognize our injustice and inability to provide answers to all questions. In addition, modesty helps to recognize other people's merits.

Modest leaders are distinguished by the fact that they always strive to become better and never stop learning. They do not think that they already know everything and learn nothing more. Learn from those with whom you meet and work. Listen as much as you say. And, as the pupil is supposed to, do not hesitate to sit down for books. As Zig Ziglar said, «not all readers are leaders, but all leaders are readers». Regularly reading in order to update the knowledge and skills, you will very soon gain an advantage over less informed people.

Good leaders have excellent strategic thinking. They are able to look ahead and foresee, with some precision, in which direction the industry and markets will develop. Leaders have the ability to anticipate trends much earlier than their competitors. They are constantly analyzing events to understand where the market is heading, which is likely to happen there in three months, six months, a year and two years. They are able to accurately predict future developments on the basis of what is happening now.

Psychology, philosophy and religion tell us: «You become what you most often think about». Leaders think about the qualities they need and their daily application. They have a

clear vision of the goal, and they report it to others. Leaders have the courage to take risks, go ahead and face the dangers. They are also characterized by honesty. They are straightforward and frank in communicating with each person. Leaders speak the truth and always keep their word. The leaders are modest. They achieve results, relying on the strengths and knowledge of others. Leaders know how to listen and learn. Leaders are far-sighted; they constantly look forward and anticipate a possible development of events. They take measures to prevent possible failures and turning opportunities in their favor. Leaders focus on the main things. They direct time and resources to what will give the best results. Leaders are able to interact with people and enjoy the sympathy and respect of others [3].

The beginning of the leadership qualities' development is the identification of limiting beliefs. The first step on the path to successful leadership growth is the recognition that you are characterized by certain limiting blocks and beliefs. However, it will be only the first step. It is necessary to take a number of other steps, gaining confidence in themselves and own abilities.

From what to begin the development of leadership qualities. The first stage is the analysis of strengths, it is necessary to determine your potential and find your own methods and approaches to work. Leadership potential is «something» that a leader already has, but it is necessary to discover in oneself, to learn to use internal abilities and potential. The second stage is to believe in your own success, even if there are no real prerequisites for achieving it. The third stage is willpower, because this is the area of action. Without certain actions, it will not be possible to achieve the planned one. But courage and willpower are necessary not only for making decisions, also not to be afraid of defeats, but to continue to move forward.

References

1. Message of the President of the Republic of Kazakhstan N. Nazarbayev to the people of Kazakhstan. January 10, 2018.
2. Evtikhov, O. V. Strategy and methods of leadership: theory and practice / O. V. Evtikhov. – St. Petersburg. : Speech, 2007. – 237 p.
3. Psychology: Textbook for high schools / L. D. Stolyarenko. – St. Petersburg. : Leader, 2014 – 592 p.
4. Brian Tracy How the best leaders lead. Published by «Mani, Ivanov and Ferber», 2015.