

SUMMARY

Subject matter: The improving of leadership in the system of local self-government in the Economic Development Institution of the Administration of the urban district of Mineral Waters.

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Information about customer organization: The Administration of the urban district of Mineral Waters.

Topicality of the research: Local governments need leadership individuals to solve large-scale and complex tasks. It is the leadership that is the agent of change, drawing people to do more than they did. Only managers - leaders can become the flagships of change, ensure not only the effective functioning of the local government system, but also its development.

The **objective** of the research is to develop the recommendations for improving leadership in the management of the Economic Development Institution of the Administration of the urban district of Mineral Waters.

Tasks of the research:

- the analysis of the theoretical foundations of leadership research in management;
- the characteristics of the main concepts of leadership in the management of organizations and modern approaches to leadership;
- the identifying features of leadership in the system of local government;
- the characterization of the goals and objectives of the activity of the head of the Economic Development Institution of the Administration of the urban district of Mineral Waters and the justification of the need for leadership as a form of government;

- the determination of the specifics of leadership in the management of the Economic Development Institution of the Administration of the urban district of Mineral Waters;
- the formulation of recommendations for improving leadership in the management of the Administration of the Administration of the urban district of Mineral Waters from the standpoint of improving the efficiency of management.

Object of research: the head of the Economic Development Institution of the Administration of the urban district of Mineral Waters.

Subject of research: the specificity of leadership of the head of the Economic Development Institution of the Administration of the urban district of Mineral Waters.

Theoretical and practical significance of the research. The theoretical significance lies in understanding the problems of leadership in local government systems. The practical significance is that the conclusions drawn and the recommendations formulated by the author can be applied to improve the quality of leadership in the management system in the structure under study and other similar institutions.

Results of the research: The results of the leadership study in the management of the Economic Development Institution showed that its employees recognize the leadership of the structural unit as effective, recognize the authority of the head, and recognize their head as the leader. She is a leader with certain natural leadership qualities for them, able to choose the optimal leadership style, able, in most cases, to adapt to the situation. Her leadership can be described as: traditional, based on customs and traditions; she is “the first among equals” in the professional field; she is a “leader-creator” who is very effective at the stage of the functioning of the organization; she is a constructive leader. The head of the department performs leadership roles: a “leader-master”. To a lesser extent - a “leader of the organizer”, a “leader - the generator of ideas.” The form of leadership is “leadership- execution”.

Recommendations:

- The improving management selection methods. The selection should be initially focused on attracting to leadership positions of people with pronounced leadership qualities.
- The proper selection of personalized motivational schemes for heads inclined to leadership.
- The development of modern principles, criteria and methods for evaluating the effectiveness of a manager's activity in order to avoid subjectivity in the evaluation and the selection of management teams by the heads of institutions "for themselves".
- The competent management of the business career of heads of structural divisions of the Institution, serious work with the personnel reserve.
- The systematic work on training heads in leadership behavior, primarily through personal growth trainings that contribute to the development of personal potential and coaching.

The head of the Department needs to work on the development of leadership in four areas: the development of personality traits that facilitate leadership behavior; improving key skills that make up leadership behavior; increasing their situational competence, gaining experience in solving problems; working time to leadership reputation.

Expected results are the improving the quality of leadership in the Economic Development Institution of the Administration of the urban district of Mineral Waters.