

Pedagogical technique of a leader

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Abstract. This article analyzes the concept of “pedagogical technique” of a leader, identifying the reasons why graduates of technical universities do not own this technique, however work with people assumes that a leader has a vocation for pedagogical activity, the possession of special knowledge in the field of psychology and pedagogy, a wide arsenal of facilities and techniques of teaching art.

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Introduction

Statement of a problem. The focus of the modern concept of control is a person, who is seen in all economically prosperous countries as the highest value to the organization of any type, as a crucial factor in maintaining competitiveness. A graduate of a technical university intended to perform professional functions at a level of specialist (master, technologist, engineer, manager, etc.) and leader. To his training in the Russian federation has a new benchmark. The main task of a leader is to provide an effective work of the team, entrusted to him. In the hands of a leader at any level are business success and well-being, such things as business success or failure, depend on creativity and an ability to build relationships with people. Nevertheless, many managers do not own method of work with the team as a whole and its individual members, do not have expertise in the field of psychology and pedagogy, a wide arsenal of facilities and techniques of teaching art.

1. The term “pedagogical technique”. The essence of the concept of “pedagogical technique” is revealed in the pedagogical literature [1,2], as a set of techniques, knowledge and skills, which ensure the effectiveness of these methods of pedagogical interaction, ensuring harmonization of spiritual, intellectual capacity and practical ways to communicate outside of the head, as individual staff members, and with subordinate units in general. Pedagogical technique (facilities and methods), supplemented by personal characteristics of the leader (intuition, demeanor, facial expressions, gestures, attitudes, and so on), is the art of teaching.

Correct expressive speech, its emotionality, expressiveness, intonation, impressiveness, semantic accents and non-verbal ways of communication – facial expression, gesture, gaze, posture appear as facilities of pedagogical techniques. The leader

should be able to choose the right style and tone of communication, control attention, have a sense of tact, management skills, etc. Equally important is the ability to manage their mental state – feelings, moods, affects, stress; the ability to see yourself from the outside.

2. Pedagogical skills of a leader. Pedagogical skills to facilitate the acquisition of pedagogical technique, conventionally divided into two groups [3, p. 102 – 105].

The first group is associated with the ability of man to control his behavior:

- possession of his body (mime, pantomime);
- management of emotions, mood (removal of excessive mental stress, creating a creative being);
- socio-perceptive abilities (attention, observation, imagination);
- speech technique (breath, voice, diction, speech rate).

Consequently, the quality of decision-maker individual, take on special significance. There are important psychological, moral and intellectual qualities of personality, his/her experience, the level of training, as well as motives, attitudes, decline his/her to take one or another alternative solutions. [4, 5, 6]. The second group of pedagogical skills associated with the ability to influence the individual and the collective as a whole, and reveals the technological aspect of the process of education and training:

- organizational, structural, communication, gnostic, cognitive skills;
- technological methods of presentation requirements, management of pedagogical communication, collaboration and creativity, etc. Organizational activity accumulates all activities. **Organizational skills** related to the implementation of plans, the ability to organize their activities and activities of employees, to form a team, inspire the

decision of production tasks. Qualified supervisor must be able to carry clear and concise notes, organize, plan and supervise the work, obtain information using available technology. **Constructive skills** – the foundation of interpersonal relationships, the ability to identify important and omit inessential. Constructiveness gives you the opportunity to reduce the negotiations by clearly articulated thesis, allows you to block the aggression and translate conversation into productive direction, helps to identify the causes of errors and defects and to find effective ways to resolve the problem situations, promotes clearly articulating goals and objectives. Qualified supervisor must be able to work out solutions to allocate decisions requiring prior approval from the other workers, to act in the decision-making algorithm to make decisions that involve collaboration with other agencies, departments. **Communication skills** – teamwork, involves making joint decisions, the ability to communicate with people, to articulate thoughts, work in a group, to establish contacts with partners and subordinates, build relationships, suitable for the implementation of joint activities, to be tolerant, adequately respond to the objections, have a confident demeanor, etc. Qualified leader must create and maintain a work environment and atmosphere, identify and overcome negative feelings that affect people and himself/herself, to identify and take into consideration differences in the personal, national, social, gender and cultural historical character, to recognize and overcome aggression and hostility in a relationships, minimize the rage, taking into account risk to themselves and others: to observe, understand and interpret the behavior and relationships between people: to communicate verbally, non-verbally and in written form. **Gnostic knowledge** associated with skills of a leader, both individual employees and the entire workforce, with situations analysis and the results of its activities. They are based on the perceptive abilities: the ability to observe, to notice, to penetrate into the inner world of man; it is a psychological observation, associated with subtle understanding personality subordinate and his mental state, include the ability to use scientific literature, the ability to carry out basic research, analyzing their results. **Cognitive skills** expressed in the ability to analyze and evaluate their experience as well as others, explore and identify problems and to implement the knowledge and understanding of the issues. Execution efficiency of these functions are related to certain human abilities and personal characteristics, in varying degrees determined by implementing targeted training of their actions.

3. Functions of pedagogical techniques. Leadership role in the organization of the team

depends largely on improving the style and methods of management, the behavior of the manager, the nature of his relationship with people. Educational research [7,8] showed that a leader often prevents perform its functions effectively inability to act as a caregiver, inability to work with people. The main activities of a leader as a teacher, for instance, on stage, for instance, introducing a new product in the scheme of the company, are:

- modeling of interaction of team members – in preparation for the implantation of a new product;
- mobilization of forces to perform the task – at the implantation stage;
- summing up the work of all team members to introduce a new product – the final stage.

Each of these stages includes implementing motivational, mobilization, attractant (attractive), stimulating, synthetic functions, pedagogical techniques [9]:

Motivational function is carried out not only during the preparation for the project, but also during activities when teaching art techniques play an important role for the employee, helping to improve cognitive motivation, allowing to connect with actual knowledge of their emotional perception and forming beliefs through imaginative generalization. Mobilization function is carried out when the leader becomes able to get rid of stress, remove the clips, tune into positive psychological dominant, withstand stress when certain kind of leader makes subordinates believe in the success of activities and mobilize all forces to work actively.

Attractive (attracting) function. Methods of teaching techniques help a leader in the impact on the socio-psychological mechanism of perception of themselves as individuals and their actions. Personal self-presentation involves an ability to appear before a team not as an official, who has some means of power not to emphasize their role benefits, but act as “first among equals”.

Incentive function. It means being stimulating creative mood of a leader and employees, which as a result of permanent location and participation in the creative process through the identity of a leader, through the mechanisms of cooperation, complicity, empathy enter the world of communication.

Synthetic function. When a leader’s activity characteristic of the wealth of personal manifestations, originality, “set”, the open position. This contributes to the emotional and psychological unity in the team. Atmosphere of co-creation, collaboration, co-reflection puts team members in the position of allies, supporters, sponsors of the draft; synthesis occurs aspirations leader and subordinates.

Pedagogical technique of a leader is evident in his career and has a pronounced individual character, depends not only on pedagogical training, but also on the personal qualities of a leader, his thinking, behavior, determined by the quality of knowledge and skills acquired during the training.

4. Features shaping educational technology of a leader. Pedagogical techniques learning content in technological universities designed to have a distinct imprint of the future work of the graduate at the helm. To name a few features:

1. Professional orientation of pedagogical techniques formation, reflecting the specifics of the future work of the graduate, such as foreman, head of the press service, a leader of the research department, etc.

2. Legal training of a future leader requires a good knowledge of general and special legal framework, governing the activities of this type of corporation, for instance, the knowledge of the author, entrepreneurial, inventive, patent, tax, land rights, etc.

3. Developed educational technology provides a leader an opportunity to influence subordinates, using legal methods of education, including directives, instructions, warning, encouragement, punishment, etc.

4. Mastering the techniques of teaching specific art – related features of the functioning of institutions, organizations, companies, for instance, psychological, intellectual, physical, fire and other training regime of secrecy, etc.

5. The concept of pedagogical techniques also includes the aspect of adequate use of the rights, defined duties for a leader. These include responsibility for the quality of performance of duties by members of the labor collective, for the results of their operations and to determine the relations director – employee, director – team.

Perfect pedagogical technique releases time and energy of a leader for productive creative work, removes excessive mental stress, manage emotions, mood and is a sign of maturity of a leader.

There are researchers like V.V. Guzev [10], A. Harkins, J. Grochowiki, B. Stewart [11,12] and others, who allocate following indicators of maturity of a leader's personality:

- understanding of the system of moral values, the mentality of the profession;
- the ability to accumulate and analyze own professional experience;
- projecting yourself as a professional, the ability to build the optimal scenario to my professional development and follow it;
- maximum use of human capabilities and its compensation;

- to develop an individual style of professional activity as a combination of professional tasks and ways of life that meets human capabilities;

- the adequacy and efficiency of professional behavioral action, blocking work in cases of exceeding human capabilities, with the threat of self-preservation;

- the ability to maximize their ability to mobilize, to focus;

- the ability to combine a high concentration and ability to mobilize efforts in labor on existing capacities, to prevent overload;

- the ability to maintain job satisfaction, positive attitude towards yourself as a professional;

- the use of each new opportunity for professional development, high sensitivity to new opportunities, individual's responsibility for untapped chance;

- the ability to develop individual professional optimum.

Conclusion

Consequently, possession of pedagogical technique requires special training. Meanwhile, in the most modern textbooks even for pedagogical universities, section of pedagogical techniques is absent and curricula of technical universities do not provide the study of pedagogy. Technical college student unable to master the knowledge and skills of pedagogical techniques. Frequently, graduate at the enterprise, relying on intuition, exploring leadership experience to the structure adopted, where a leader came after graduation, sees it, and under this influence spontaneously formed own style, often far from perfect. Great influence on the style of leadership, have a level of general and professional culture of a leader, his/her temperament, character, moral and aesthetic positions, etc. Without the psychological and pedagogical training, only technical readiness of a future leader is provided, who brings this "mechanical-machine" approach to the relationship with the team and its members. And this affects both business and people.

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