

CREATIVE APPROACHES TO DEVELOPING MANAGEMENT AND  
ENTREPRENEURSHIP SKILLS IN ENTREPRENEURS

*Abdumo‘minova Maftuna Abdulhamid qizi*

*Ismoilova Shahnoza Abdumalik qizi*

*Namangan institute of textile industry*

*Assistants of the Social-Economic and Sports Department*

*Tel: +998938807959*

*Tel: +998917797123*

**Annotation:** This article presents information about the necessary conditions created for the development of management and entrepreneurship skills in entrepreneurs, as well as foreign experience and innovative methods to stimulate interest in entrepreneurship.

**Keywords:** Entrepreneurship, skills, qualifications, management, creative approach, methods.

**Аннотация:** В этой статье представлена информация о необходимых условиях для развития управленческих и предпринимательских навыков у предпринимателей, а также о зарубежном опыте и инновационных методах, стимулирующих интерес к предпринимательству.

**Ключевые слова:** Предпринимательство, навыки, квалификация, управление, креативный подход, методы.

**Annotatsiya:** Mazkur maqolada Tadbirkorlarda boshqaruv va tadbirkorlik ko‘nikmalarini rivojlantirishga yaratilgan zarur shart-sharoitlar va bu bo‘yicha xorij tajribasi, yangicha usullar yordamida tadbirkorlikka qiziqtirishga oid ma’lumotlar bayon etilgan.

**Kalit so‘zlar:** Tadbirkorlik, konikma, malaka, boshqaruv, kreativ yondoshuv, usullar.

**The relevance of the topic:** Management and entrepreneurial skills are crucial factors for ensuring the successful operation of any organization. In particular, for entrepreneurs, developing effective management and business acumen not only contributes to the growth of the company but also enhances the overall stability and competitiveness of the economy. Therefore, strategies for cultivating management and entrepreneurial skills among entrepreneurs are of great importance today. Utilizing the advanced experiences of developed countries and taking advantage of existing opportunities in our country to educate the younger generation as builders of our secure future is currently a pressing issue. A creative approach to educating young people who contribute to our economy through their entrepreneurship has become an urgent matter.

The positive resolution of these tasks is supported by the declaration by the President of Uzbekistan, Sh.M. Mirziyoyev, that 2024 will be “The Year of Supporting Youth and Business.” This, along with the implementation of Presidential Decree No. PF-6260 from July 13, 2021, which outlines additional measures for involving youth in entrepreneurship and supporting their business initiatives, serves as a foundation for training young people interested in entrepreneurship in business and entrepreneurial skills, as well as nurturing their new ideas through creative approaches. This indicates that innovative methodological approaches to solving this problem are indeed a pressing issue.

**Analysis of the Topic:** The following methods and approaches can be effective for developing management skills in entrepreneurs:

**Education and Learning:** The primary source of knowledge for developing management skills is education. Entrepreneurs should regularly educate themselves in areas such as management, strategy, marketing, finance, and management psychology. Business and management courses, training sessions, seminars, and MBA programs help in skill development.

**MBA Programs (Master of Business Administration)** offered by many universities teach production and management skills. These programs systematically assist in enhancing qualifications in strategic thinking, leadership, and innovation.

**Accelerator and Incubator Programs** — Special mentoring programs are available for startups to support entrepreneurs. For example, in Europe and the USA, these programs provide educational and financial resources for innovative businesses.

**Digital Transformation and Automation** — Entrepreneurs learn new technologies to optimize business processes and facilitate management. For instance, Estonia has gained successful experience in supporting entrepreneurship through its digital government system and digital services.

**Global Venture Capital** — Large funds are allocated by investors to startups and innovative businesses across the USA, Europe, and Asia. This experience not only enhances the financial performance of businesses but also aids in the development of leadership skills.

**Sustainable business practices** — Entrepreneurs enhance their management skills through strategies aimed at sustainable development and environmental preservation. For example, Scandinavian countries place great importance on managing their businesses with ecological responsibility.

- Corporate Social Responsibility (CSR) and Ethics

Entrepreneurs abroad pay significant attention to implementing social responsibility in their businesses. The social importance of business and adherence to ethical standards play a crucial role in the development of management and entrepreneurial skills. These programs are focused on practical application, introducing

innovations, managing risks, and developing global business strategies.

- **Business Associations:** In Belarus, a number of business associations and organizations, such as the Belarusian Chamber of Commerce and Industry and the Belarusian Business Association, assist entrepreneurs in exchanging experiences and seeking new opportunities.

- **Mentorship and Advisors:** Working with experienced mentors or advisors helps entrepreneurs quickly and effectively develop their management skills. Mentors can support entrepreneurs by sharing their experiences and knowledge, aiding them in making strategic decisions, efficiently managing resources, and successfully guiding their teams.

The implementation of a program for developing management and entrepreneurial skills requires searching for and applying innovative approaches to the content and organization of the educational process. It emphasizes the superiority of interactive methods in shaping entrepreneurial competencies during the training process, such as game simulations (often incorporating computer models), business games, analysis of specific situations (case studies), etc. During the research process, methods such as surveys, interviews, content analysis techniques, M. Snyder's "Self-Regulation Assessment in Communication" methodology, V.N. Lavrinenko's "Business Communication Style" test, "Are You an Organized Person?" test, A.V. Libin's "Your Cleverness Spirit" test, E. Jarikov's and E. Krushelnitsky's "Diagnosis of Leadership Abilities" methodology, as well as mathematical-statistical methods were utilized (see Appendix 1).

**Conclusion.** We recommend the following for the formation and development of management strategies in entrepreneurial activities:

1. Institutional development in the field of training and retraining entrepreneurs, digitizing the educational process for entrepreneurship training, and enhancing the qualifications and professional potential of specialists in this field.

2. Promoting entrepreneurship in the region and involving a wide range of the population in entrepreneurial activities, teaching entrepreneurial entities wishing to develop their business how to utilize databases.

3. Strengthening and developing the knowledge, skills, and competencies of managers, deputies, and specialists in business activities.

**Conclusion.** At the end of our conducted research, we summarize as follows:

Establishing a habit of regularly familiarizing oneself with ongoing sector-related reforms in our country;

Increasing management and entrepreneurship literacy among entrepreneurs;

Encouraging young people interested in entrepreneurship to develop creative approaches to issues.

**References:**

1. Decree No. PF-6260 of July 13, 2021, "Additional Measures for Engaging Youth in Entrepreneurship and Supporting Their Business Initiatives" by Shavkat Miramonovich Mirziyoyev, President of the Republic of Uzbekistan.
2. Azimov D. "Theory of Economics" Science and Technology, Tashkent 2016, page 448.
3. Shodmonov Sh. Sh., G'afurov U. U. "Theory of Economics" (textbook). Tashkent: "Science and Technology" Publishing House, 2005, 784 pages.
4. Jo'rayev T., Tojiboyeva D. Theory of Economics (visual and distributed materials). (Reprint). Part 1. –Tashkent: "Science and Technology", 2014, 332 pages.
5. Shahnoza, I. (2023). TARJIMANI O'QITISHDA LEKSIK ARALASHUV MUAMMOSI. *Innovations in Technology and Science Education*, 2(8), 276-283.
6. Qizi, I. S. A. (2022). FORMATION OF LEXICAL COMPETENCE IN TEACHING ENGLISH AS A SECOND FOREIGN LANGUAGE. *Research Focus*, 1(1), 164-168.