



REILEAP

D2.2. Trening O'quv Dasturi

WP2: RIVOJLANISH

REILEAP

Reinforcing capacities of HEIs for leather and leather products in
Uzbekistan-Kazakhstan

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Rad etish

Ushbu loyiha Yevropa Ittifoqining Erasmus+ dasturi tomonidan birgalikda moliyalashtirildi.

Evropa Komissiyasining ushbu nashrni ishlab chiqarishni qo'llab-quvvatlashi faqat mualliflarning fikrlarini aks ettiruvchi tarkibni tasdiqlashni anglatmaydi va Komissiya undagi ma'lumotlardan foydalanish uchun javobgar bo'lmaydi..

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Materialni istalgan vosita yoki formatda baham ko'rishingiz, nusxalashingiz va qayta tarqatishingiz, shuningdek, loyiha va hamkorlikka tegishli kredit berish sharti bilan istalgan maqsadda, hatto tijorat maqsadlarida ham materialni moslashtirishingiz, o'zgartirishingiz va qurishingiz mumkin. har qanday o'zgarishlar kiritilganligini ko'rsating. Siz buni har qanday oqilona usulda qilishingiz mumkin, lekin hamkorlikni taklif qiladigan yoki Evropa Komissiyasi sizni yoki sizning foydalanishingizni ma'qullaydigan tarzda emas. Siz o'zingiz qilgan usulda boshqalarning materialdan foydalanishini qonuniy ravishda cheklaydigan qonuniy shartlar yoki texnologik choralarni qo'llay olmaysiz....

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1 Qo'llash doirasi



Ushbu topshiriq hamkorlar tomonidan barcha o'quv materiallarini to'plaganidan keyin 5-hamkor (EGE) tomonidan yig'ilgan elektron hujjat bo'ladi. O'quv materiali o'zbek va qozog'istonlik hamkorlarning ehtiyojlariga moslashtirilgan matnlar, slaydlar, mashqlardan iborat bo'ladi. Asboblar to'plami loyiha veb-saytiga yuklanadi va ro'yxatdan o'tgan foydalanuvchilar uchun ochiq bo'ladi.

1-jadval. REILEAP loyihasi salohiyatini oshirish dasturi bo'yicha o'quv vazifalari/kurslarining taqsimlanishi

Training mavzulari	TUC	POLICALZ	TUIASI	CRETHIDEV	EGE
Module 1: Yangi texnologiyalar va biznes modeli					
1. Additive ishlab chiqarish va Teskari muhandislik, texnologiyalar va Qo'llash sohalari.	X				
2. Barqarorlik Yevropa yondashuvi	X			X	
3. Innovatsiyalar va tadbirkorlik	X				
Module 2: Poyabzal yetkazib berish zanjiridagi innovatsiyalar					
1. Mahsulotni sozlash: dizayn va marketing uchun vositala		X			
2. Ishlab chiqarishni boshqarish va jarayonlarni boshqarish asoslari		X			
3. Ishlab chiqarish muhitida yumshoq ko'nikmalar environment		X			
Module 3 : Poyabzal 3D/2D loyihalash					
1. 3D/2D CAD – Ayollar poyabzallari uchun asosiy konstruktsiyalar			X		
2. 3D/2D CAD – Asosiy qurilish			X		
3. 3D/2D CAD – Bolalar poyabzali uchun asosiy konstruktsiyalar			X		
Module 4: Teri ishlab chiqarish/sifat nazorati					
1. Xom ashyo, nuqsonlar, konservatsiya Erkaklar poyabzali uchun asosiy konstruktsiyalar					X
2. Asosiy teri ishlab chiqarish va amaliyoti					X
3.Charm sifatini nazorat qilish (fizikaviy testlar)					X

2 Modul 2: Poyabzal ishlab chiqarish zanjirida innovatsiyalar

2.1 Modul tavsifi

Ushbu modul, xususan, poyabzal yetkazib berish tarmog'i sohasidagi yangiliklarni taqdim etadi

- dizayn va marketing vositalariga e'tibor qaratgan holda mahsulotni moslashtirish
- ishlab chiqarishni boshqarish va jarayonlarni boshqarish asoslari
- ishlab chiqarish muhitidagi asosiy yumshoq ko'nikmalar

2.2 1 O'quv bo'limi : Mahsulotni sozlash: dizayn va marketing uchun vositalar

2.2.1 Maqsad va o'qitish metodikasi

Ushbu bo'lim mahsulotni moslashtirishda qo'llaniladigan innovatsiyalarni va ularning moda sektoriga, xususan, poyabzalga ta'sir qilish usullarini taqdim etadi.

Trenerlar ushbu innovatsiyalarni qo'llash bo'yicha nazariy ma'lumot beradi, jumladan:

- poyabzal mahsulotini rejalashtirish va ilg'or loyihalash vositalarini amalga oshirish
- mahsulot marketingi, korporativ biznes uchun foydali vositalar va tizimlar.

Talabalar turli jarayonlarda innovatsiyalardan foydalanishni ta'kidlash uchun turli xil amaliy misollarda dizayn va marketing qoidalarini qo'llaydilar..

2.2.2 Learning Outcomes

After completing this unit, the trainee is able to:

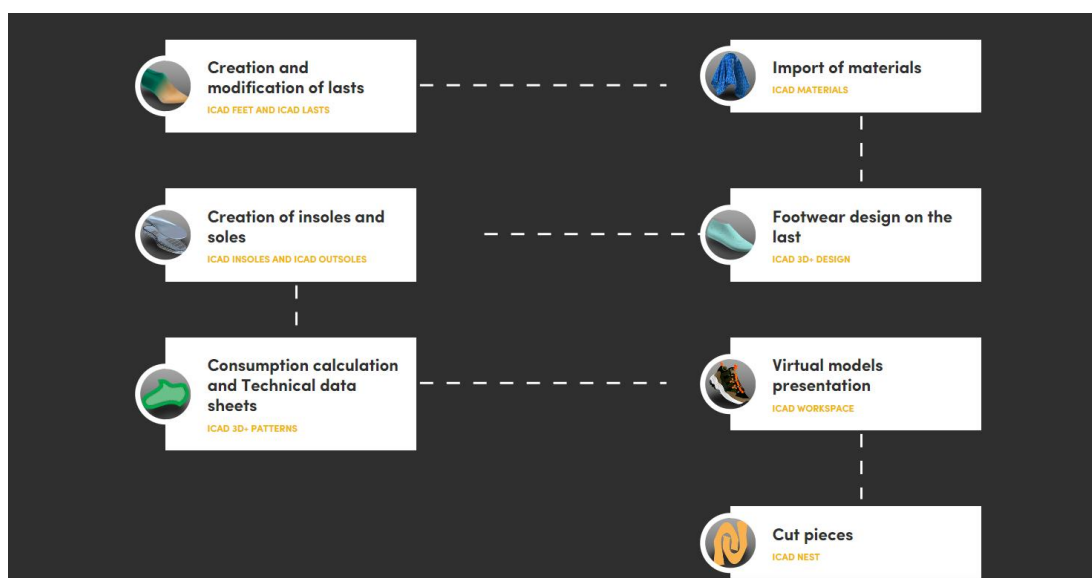
- An'anaviy dizayn va naqsh injiniring jarayoniga virtual alternativa ustida ishlash, kompaniyaning moddiy va inson resurslari bilan bir qatorda vaqtni qisqartirish imkoniyatini tushunish.
- Ikki xil muhit, 3D dizayn va 2D naqshlarni bitta dasturga birlashtirgan ICAD3D+ vositasini tahlil qiling
- ICAD3D+ asbobi barcha turdagi poyabzallarni loyihalash va ishlab chiqish jarayonini qanday tezlashtirishini turli misollar orqali sinab ko'ring.
- Aloqa va marketingning nazariy asoslarini egallash.
- Mahsulot bilan aloqani chuqur tushunish, u nima uchun va nima uchun muhimligini.

- Asosiy raqamli marketing vositalarini bilish va qo'llash: veb-sayt, B2B va B2C elektron tijorat, ijtimoiy tarmoqlar.
- Ushbu texnologiyalarning moda/poyabzal dizayni va marketing jarayonlariga ta'sirini tushunish.

2.2.3 Tarkib

1. Poyabzalning virtual dizayni.

3D poyabzal sohasida ham tobora keng tarqalgan texnologiyaga aylanmoqda. Loyihani yoki poyafzal kolleksiyasini real va to'liq tasvirlash va etkazish, shuning uchun uning texnik aniqligi va estetik samaradorligini oshirish uchun endi sizga ilg'or virtual va vizual tilda gapiradigan vositalar har qachongidan ham ko'proq kerak bo'ladi. vaqt, loyihangizni taqdim etishda yuqori texnik va stilistik jihatdan benuqson. Naqsh yaratuvchi va dizayner uchun umumiy funksional tilda gapiradigan asboblardan va nega bo'lmasin, hozirgi yoki kelajak mijozingiz uchun ham.



2. SAPR vositasining xususiyatlari.

Cad vositasi poyabzal dizaynini qo'llab-quvvatlaydigan bir nechta xususiyatlarga ega, masalan: poyabzal modellarini va ularning naqshlarini parallel va bir vaqtning o'zida 3D yoki 2D formatida to'liq ishonchlilik va aniqlik bilan loyihalash, yaratish va o'zgartirish; yassilash barcha turdagi poyafzallar, shu jumladan etiklar va oyoq Bilagi zo'r botinkalar uchun umumiy aniqlik bilan; bir marta bosish bilan tekislashni o'zgartirish, bunday o'zgartirishlar qo'lda amalga oshirilganda bajarilishi kerak bo'lgan jarayonlarni takrorlamaslik; tez va oson tagliklar, poshnalar, bezaklar yoki aksessuarlar yaratish yoki import qilish; O'zingizning modellingizga realizmni qo'shib, oxirgi marta yiqilgandan keyin poyabzal ko'rinishini taqlid qiling.



3D/2D simultaneous view.
Change from 2D to 3D environment (or vice versa) at any time and decide the most suitable work process.

3. 3D dizayn jarayonini haqiqiy modellarga qo'llash.

ICad3d+ ning turli opsiyalaridan foydalanib, sizning modelingiz bo'lak qalinligini aniqlaydigan ko'proq realizm bilan ta'minlanishi mumkin, bir-birining ustiga chiqishni taqlid qilish uchun ofsetni sozlash, profil turini tanlash, to'ldirilgan joylarni qo'shish, qismning chetiga ulangan avtomatik tikuvlarni qo'shish va zımba yaratish mumkin. teshik chiziqlari.



Define 3D pieces instantly

With ICad3d+ you can quickly create all model pieces by selecting the sequence of lines or just with a single "click" on the inside of the piece.

Moreover, using the various options of ICad3d+, your model can be provided with more realism defining piece thickness, adjusting the offset to simulate overlapping, choosing the type of profile, adding padded areas, adding automatic stitches connected to the edge of the piece, and creating punch hole lines.

4. Marketing aralashmasining 4 P.

Birinchi mahsulot sotilgandan beri marketing turli davrlarni bosib o'tdi. Buning sababi, marketingni odamlar va jamiyat amalga oshiradi va ular doimo o'zgarib turadi. Lekin shunday narsalar borki, hech qachon o'zgarmaydi. Marketingning 4 Psi (shuningdek, marketing aralashmasi sifatida ham tanilgan) har qanday marketing strategiyasining to'rtta asosiy ustunini jamlagan tushunchadir. 4 P yondashuvi har qanday soha uchun ishlaydi va yakka tartibdagi tadbirkorlardan tortib korxonalar tashkilotlarigacha bo'lgan har qanday biznesda qo'llanilishi mumkin.

The Marketing Mix

What Are The 4 P's of Marketing?



5. Mahsulot aloqasi: bu nima uchun va nima uchun muhim.

Muloqot - bu umumiy belgilar, belgilar yoki xatti-harakatlar tizimi orqali odamlar o'rtasida ma'lumot almashish. Mahsulot kommunikatsiyasi - bu mahsulotni marketing maqsadlariga erishish uchun qo'llaniladigan yondashuv. Bu marketing rejasining bir qismi bo'lib, mahsulot mijozlarning muayyan muammolarini qanday hal qilishiga oydinlik kiritadi, bu jarayonda mahsulot qadriyatlarini va afzalliklarini namoyish etadi.

Communication vs Marketing

The difference

Communication focuses on conveying a specific message that isn't necessarily related to selling something.

Marketing's main goal is to educate and advertise a product, service, idea or organization.

6. Aloqa rejasi

Aloqa rejasi qanday ma'lumotlarni etkazish kerakligini, bu ma'lumotni kim olishi kerakligini, bu ma'lumotni qachon yetkazilishini, qayerda (elektron pochta, ijtimoiy media, pochta) aloqa almashishni va bu aloqalar qanday kuzatilishi va tahlil qilinishini belgilaydi.

Communication Plan

Why is important



Communication plan is an operative tool.

A good communication plan matters in your projects because **effective communication**, both internal and external, **is critical to project success.**

7. Aloqa kanallari bilan tanishish.

Aloqa kanali (media kanali sifatida ham tanilgan) brend yoki mahsulot xabarini etkazish uchun ishlatiladi. Ular korxonalariga investitsiya daromadini maksimal darajada oshiradigan moslashtirilgan strategiyalar bilan turli auditoriyalarga yo'naltirish imkonini beradi.

Communication Channels

An introduction



The two categories of marketing communication channels are:

- Digital channels

(such as Social media, email, websites, e-commerce, blog, video, online and mobile ads)

age 9/19

reflect the herein.

8. Web-sayt: nima uchun muhim, turlari va vositalari.

Ko'p odamlar ko'p vaqtlarini Internetda o'tkazadilar. Har qanday hajmdagi biznes egalari uchun veb-saytga ega bo'lish va ijtimoiy tarmoqlarda mavjudligi hal qiluvchi ahamiyatga ega bo'ldi. Agar siz biznes bilan shug'ullansangiz va veb-saytga ega bo'lmasangiz, onlaynda ko'plab potentsial mijozlarni yo'qotishingiz mumkin.

Website

Most common types of website

There are many types of websites.

The most common are:

Blog website

Corporate website

Portfolio website

Educational website

E-commerce website

9. B2B va B2C elektron tijorat.

Elektron tijorat veb-sayti quyidagilardan iborat bo'lishi mumkin: B2C - Biznesdan iste'molchiga, bu erda tranzaksiya biznes va jismoniy shaxs o'rtasida amalga oshiriladi, B2B - biznes va biznes o'rtasida amalga oshiriladigan bitim turiga ishora qiladi.

E-Commerce website

B2B and B2C: main differences



Customer relationships

While B2B marketing focuses on building personal relationships, B2C marketing has a more transactional focus.

3e 10/19

reflect the
therein.

10. Ijtimoiy tarmoqlar va ulardan qanday foydalanish mumkin.

Ijtimoiy tarmoqlar doimo o'sib bormoqda va o'zgarib bormoqda. Barcha platformalarda taxminan 3,96 milliard foydalanuvchi bor va kattalar ijtimoiy tarmoqlarda kuniga bir yarim soatdan ko'proq vaqt sarflashadi. Ijtimoiy media (yoki ijtimoiy tarmoqlar) biznesingizni onlayn targ'ib qilish uchun asosiy marketing va aloqa kanallaridir. Har bir ijtimoiy tarmoqning o'z maqsadi, qoidalari va mazmuni bor, shuning uchun siz harakatlaringizni yo'naltirilgan va samarali ushlab turadigan ijtimoiy media strategiyasini ishlab chiqishingiz kerak.

Social Networks

How to create a Social Media Strategy

1. Content

Create your social media content
(such as photos, videos, post, etc.)

2. Channel

Identify what social network your target audiences prefers.

3. Timing

When will you deliver your contents.

4. Audience

Identify and target your audience
(age, interests, geographic area, budget, etc)

2.2.4 Test so'rovnoma, Mashqlar yoki loyiha ishi

Talabalar SAPR tizimi orqali ma'lum bir modelni yaratish uchun bajarilishi kerak bo'lgan bosqichlarni belgilaydilar.

Har bir kompaniyaning ehtiyojlariga qarab aloqa rejasini tuzing.

Aloqa rejasi asosida ijtimoiy media orqali baham ko'rish uchun ba'zi tarkiblarni yarating.

2.3 O'quv bo'limi 2: Ishlab chiqarishni boshqarish va jarayonlarni nazorat asoslaril

2.3.1 Maqsad va o'qitish metodikasi

Ushbu modulning maqsadi ishlab chiqarishni boshqarish va jarayonni boshqarish bilan bog'liq asosiy ko'nikmalarni ta'minlashdan iborat bo'lib, yakuniy maqsad butun ishlab chiqarish tsiklining davomiyligini aniqlash, vaqt va joy farqiga olib kelishi mumkin bo'lgan sabablarni aniqlash uchun yangi mentalitetni tayyorlashdir. to'g'ri miqyosda yechim. Shuningdek, sizga har bir harakat yoki turli bo'limlarda vaqtni behuda sarflashni baholashga yordam beriladi, bu sizga kompaniyaning barcha sektorlariga "muvozanatlash" tushunchasini va "vaqt" g'oyasini chegara emas, balki qiymat sifatida o'tkazish imkonini beradi.

2.3.2 O'quv natijalari s

Ushbu bo'limni tugatgandan so'ng, stajyor buni qila oladi:

- kompaniyani to'g'ri boshqarish asos bo'lgan tamoyillarni tushunish.
- ishlab chiqarishga e'tibor qaratgan holda biznes jarayonlarini nazorat qilish va boshqarishga yondashuvni tushunish.
- doimiy takomillashtirish uchun vaqt ichida nomuvofiqlikka olib kelishi mumkin bo'lgan sabablarni aniqlash.
- ko'p ma'lumotlar to'plangandan so'ng yangi ish usulini taklif qiling, shunda hamma jarayonlarning davomiyligini oldindan bilib, yangi usul taklif qilishi mumkin.
- faoliyatning to'g'ri davomiyligini, uning o'lik yoki faol vaqtlarini tan olish.
- faoliyatni u amalga oshirilayotgan jarayonning yaxlitligi sifatida baholash.

2.3.3 Tarkib

1. Poyafzal kompaniyasi rahbariyati

To'g'ri ishlab chiqarish jarayoni sizga quyidagilarda yordam beradi: tuzilma va faoliyatni tashkiliy tanlashni rejalashtirish (mexanizmlar/protseduralar); Tashkilotning tadbirkorlik va boshqaruv istiqbollarni aniqlash; tashkiliy chora-tadbirlarni takomillashtirish (samaradorlik, samaradorlik va boshqalar); tashkiliy dinamikani yaxshilash (tashkiliy madaniyat, muloqot, etakchilik va boshqalar); inson resurslarini tashkil etish va boshqarishni boshqarish; tashkilotchilik qobiliyatingizni oshiring.

First of all

**GET USED TO *ALWAYS* REASON
IN TERMS OF TIME**

Deliver a work, a fashion show, fairs, give a task, order a material, decide, ask...everything is based on time, you have to KNOW it and know how to MANAGE it.

The passage of time governs BUSINESS MANAGEMENT...

Edited by Mirco Faganello

2. Kompaniya tuzilishi - Atrof-muhit va asboblar

Poyafzal fabrikasi - bu odatda keng miqyosda, shuning uchun yig'ish liniyalaridan foydalanish orqali poyabzal ishlab chiqariladigan sanoat korxonasi. Ular 1870-yildagi yirik Yevropa sanoatlashuvidan keyin, ayniqsa Ikkinchi jahon urushidan keyin rivojlangan. Har bir kompaniyaning o'ziga xos tarkibiy xususiyatlari bor, lekin hamma joyda standartlarni yaratish va qo'llash uchun analitik vositalar mavjud: GANTT diagrammasi (vaqt), PARETO diagrammasi (ustuvorliklar) va KPIlarni o'rnatish.

Inefficiencies...

Rule?



These are the three axes on which a LEAN analysis is concerned, we must work by delivering a product that always meets these parameters.

Being a course based on Lean and on the analysis of waste in all fields, it is necessary to pay the utmost attention to the reports or analyzes or answers that we ask for in the Company. Often we ask for reports and we "forget" to foresee the time for their compilation, or we ask for a lot of attention, due to the importance of the data to be reported but, at the same time, we are removing the same attention elsewhere (maybe just as strategic...) so we are creating inefficiency, thinking of eliminating it!!

All required documentation must be:

Required
Useful
Shareable

But above all

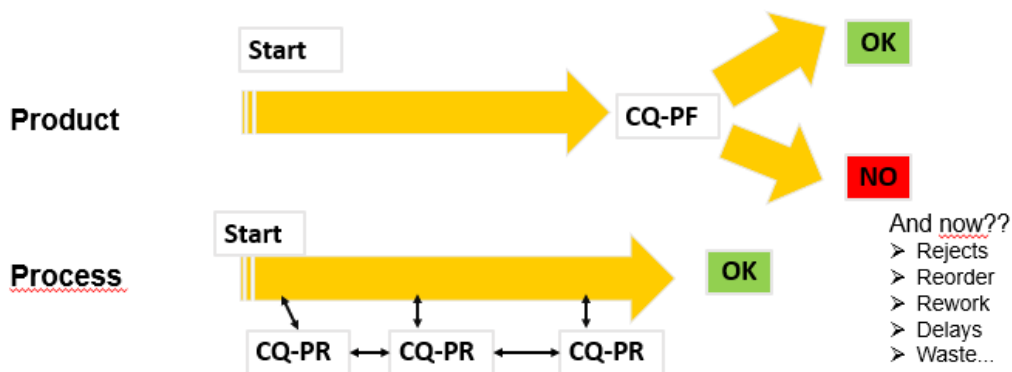
**Considered
in the times**

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3. Jarayonlarni boshqarish

Bilish va boshqarish, yoki bilish boshqarishmi? Biz har doim jarayonning nomuvofiqliklarini oldindan bilishimiz kerak, ammo buning iloji bo'lmasa, oqibatlarini yaxshiroq boshqarishimiz kerak. Har doim haqiqiy va yangilangan vaziyatga ega bo'lish muammoga diqqatni jamlashga yordam beradi. Hamma narsa Sifatni ishlab chiqarishi mumkin va hamma narsa Sifatsiz ishlab chiqarishi mumkin, nozik farq sizning ishingizdagi bitta detalga e'tibor berish orqali beriladi.

Product Quality vs Process Quality



The difference consists in the different possibility of intervention in the face of a Non-Conformity

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4. Muammoni hal qilish

Ko'pchilik muammo paydo bo'lgandan keyin qanday hal qilishni biladi. Qanday qilib oldini olishni biladiganlar kam. Bozor, uni qanday o'qishni biladiganlar uchun, bizning raqobatchilarimiz bilan har kuni sodir bo'ladigan "muammolar" bo'yicha yuzlab g'oyalarni taklif qiladi; Biz ularni o'qib chiqishimiz va ularni haqiqatimizga loyihalashtirishimiz kerak, agar bizda mumkin bo'lgan yechim bor yoki yo'qligini tushunishimiz kerak ... "agar bu biz bilan sodir bo'lgan bo'lsa-chi?"

The reasons for the need to use at least one *MATRIX OF METHOD* are different, here is an example that can be applied within a Shoe Factory, wherever it is located:

1. **create a logical path** that allows everyone to confront themselves on a common and known ground;
2. **break down the problem** into basic elements understandable to all;
3. **evaluate the goodness of ideas** through tests to verify if good ideas can be used in the form of applicable, effective and sustainable solutions;
4. **identify the moments of the problem** (we are in an emergency or we can take action to eliminate it);
5. **evaluate if and when to address that problem rather than others** (through the Pareto chart I evaluate the current priorities).
6. **track all the work done and make it shared** (one person who makes mistakes is enough, there is no need to repeat them...)

2.3.4 Test, so'rovnoma, mashqlar yoki loyiha ishi

Kompaniya tuzilmasining tavsifi va misol sifatida ba'zi muammolarni hisobga olgan holda, jarayondagi manbalarni aniqlang va ta'sirni kamaytirish uchun echimlarni toping.

Taklif etilayotgan to'plamning GANTT diagrammasini/retro rejasini o'rnating.

2.4 Training Unit 3: Ishlab chiqarish muhitida yumshoq ko'nikmalar

2.4.1 Maqsad va o'qitish metodikasi

Ushbu modulning maqsadi ishtirokchilarga yumshoq ko'nikmalar nima ekanligini va ular nima uchun juda muhimligini tushunishni ta'minlashdir, chunki bular ish joyida o'zingizni qanday tutishingizga ta'sir qiluvchi munosabatlar va xulq-atvor ko'nikmalaridir.

To'g'ri shaxsiy xususiyatlar ishda muvaffaqiyat qozonishingizga yordam beradi. Yuqori baholanadigan yumshoq ko'nikmalarga muloqot, vaqtni boshqarish, tarmoq qurish, empatiya, tanqidiy fikrlash, faol bo'lish va o'z-o'zini anglash kiradi.

2.4.2 O'quv natijalari

Ushbu bo'limni tugatgandan so'ng, stajyor:

- maqsadlarni to'g'ri belgilash va loyihalar va tadbirlarni samarali va samarali boshqarish.
- o'zini va o'z jamoasidagi boshqa odamlarni boshqarib, o'z rahbariyatini aniqlang.
- aloqa va aloqa strategiyalarini kuchaytirish orqali munosabatlarni qanday yaratish va mustahkamlashni o'rganing.
- tanqidiy fikrlash va tahlil qilish, moslashish qobiliyati va o'zgarishlarga moyillik.
- surunkali stressni biling va ong amaliyoti orqali uni boshqarishni o'rganing

2.4.3 Tarkib

1. Yumshoq malakalar nima va ular nima uchun?

Ish dunyosi yuqori texnik-mutaxassis mahoratiga ega bo'lgan ixtisoslashgan shaxslarni talab qiladi. Ammo barcha faoliyatda, ishda va boshqa yo'llarda elim hosil qiluvchi ba'zi fundamental ko'nikmalar mavjud: yumshoq ko'nikmalar.

Yumshoq ko'nikmalar sizning ish muhitingizning bir qismi bo'lgan odamlar bilan samarali munosabatda bo'lish uchun zarurdir: hamkasblar, menejerlar, mijozlar, etkazib beruvchilar va boshqalar.

Kasbiy va kundalik hayotda yuzaga keladigan muammolarni samarali hal qilish uchun odamlarga ijobiy munosabatni moslashtirishga va qabul qilishga yordam beradigan ko'nikmalar.

So...which are **Soft Skills**?

Soft skills include social, communication and linguistic skills, assertiveness, behaviors and attitudes that manifest themselves at both a personal and relational level.



Emotional Skills

Self awareness
Emotion management
Stress management

Relational Skills

Empathy
Effective communication
Effective relationships

Cognitive Skills

Solve problems
To make decisions
Critical thinking
Creative thinking

2. Etakchilik, muvaffaqiyatli jamoani boshqarish uchun yumshoq mahorat

Etakchilik - bu boshqalarni va tashkilotlarni belgilangan maqsadlar sari yo'naltirish va boshqarish qobiliyatidir. Ishonchni uyg'otadigan rahbar o'zi ishlayotgan kontekstni o'zlashtiradi; status-kvo hukm surayotgan joyda innovatsiyalar va yangi qarashlarni ilgari suradi; boshqalarni katta maqsadlar sari tortadi; odamlarning ko'nikmalarini rivojlantiradi va ularni shaxsiy va martabadagi muhim natijalarga erishishga undaydi; mas'uliyatni o'z zimmangizga oling va faoliyat yuritayotgan turli vaziyatlarda to'g'ri harakat qiling

Become a great Leader

What do the example, teaching and responsibilities have to do with it?
These are all skills of a leader.



Understand the difference between **Leadership and Management**: the leader is not only a manager, not only manages but leads, setting an example firsthand to his collaborators.
He knows the activities, works together with others with the same energy...and even more.

Leaders must know how to teach other people.
They must know how to train them. Because they know that more leaders are better than one, because they know their business, are confident in their abilities, and set an example for each other. Thus, a winning team of driving people is created who are a mutual stimulus towards success.

You must firmly believe in the training, in the people around you and in their potential.
If you want to be a leader who knows how to form (and knows how to teach how a person is formed) you must see the potential in people, teach them to see them and support them in freeing them completely. In this way, you will have a group of people who recognize each other's abilities and know how to support them.

Hamkorlik va guruh ish.

Hamkorlik qobiliyati insonning boshqalar bilan birgalikda ishlashga va o'z mahorati va kasbiy manfaatlariga ko'ra ishni tashkil etish va taqsimlashga, umumiy maqsadga erishishga intilishidan dalolat beradi. Boshqalar bilan hamkorlik qilish qobiliyati shaffof muloqot qilish va muammo yoki ish faoliyatiga nisbatan bir-birining pozitsiyasini tushunish orqali hamkorlik qilish va o'zaro munosabatda bo'lish istagini anglatadi. Hamkorlikning yuqori darajasi odamga yangi narsalarni o'rganishga, yangi faoliyat sohaslariga kirishga va o'z inikidan boshqa vazifalarga ixtisoslashishga imkon beradi. Shaxsning hamkorlikka moyilligi pastligi sub'ektning diqqatini o'z faoliyatiga, asosan o'z bilimlaridan foydalanishga moyilligini ko'rsatishi mumkin.

Why is teamwork essential?

In order to achieve the results shared by the whole team, everyone should undertake to:

1. **Sharing ideas:** circulating ideas within a working group is essential not only to maintain interpersonal relationships, but also to provide continuous food for thought to the other members.
2. **Communicate correctly:** establishing a correct communication method allows not only to avoid misunderstandings, but also to optimize shared time and resources. This aspect becomes even more relevant when some "teammates" are not also desk mates: organizing video calls to align on the progress of the project is a great way to involve smart workers as well.
3. **Unity is strength:** although each individual is assigned different tasks within a project, the spirit of cooperation must characterize the team which, only in this way, will be able to achieve the desired objectives.



3. Samarali muloqot: fundamental yumshoq mahorat.

Samarali muloqot boshqa barcha yumshoq ko'nikmalarga asoslanadigan asosiy yumshoq mahoratdir. Bu munosabatlarning xulq-atvorining yumshoq ko'nikmalaridan biri hisoblanadi, garchi uni shaxsiy ko'nikmalar qatoriga kiritish mumkin bo'lsa ham, funktsional ichki dialog orqali biz bilan qanday muloqot qilishni bilish bizga o'zimiz bilan bog'liq bo'lgan transversal ko'nikmalarni rivojlantirish va rivojlantirishga imkon beradis.

Effective Communication

Having effective communication is obviously important because we can see that most conflicts between people arise from wrong communication. Even more so in the workplace, where it is necessary to have collaborative relationships, build a climate of trust, and develop one's own leadership to achieve important objectives. *Effective communication is therefore essential.*

There are 3 fundamental concepts of communication that you need to be fully aware of:

1. **Impossible NOT to communicate:**
Not communicating means communicating one's will not to communicate!
Any behaviour has the value of a message.
2. **What and how we communicate:**
Every communication has a content and a relational aspect. "What" we communicate is essentially the content, the information we want to convey. "How" is the way in which the content is transmitted.
3. **Verbal and non-verbal language:**
As mentioned in the first point, we communicate not only through verbal language but therefore with words. But also with non-verbal language which means gestures, posture, facial expressions, tones and rhythm of the voice, cadence.



2.4.4 Test, so'rovnoma, mashqlar yoki loyiha ishi

Biznes vaziyatlarni simulyatsiya qilish, etakchilik va jamoaviy ish mavzularini qo'llash.