

## TRAINING MANAGEMENT PERSONNEL FOR THE HEALTHCARE SECTOR

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### Introduction

**Relevance:** Managing a healthcare organization requires a specialized approach due to the unique nature of the services provided. Medical services are of significant social importance, which requires specialized management methods. While modern industries increasingly emphasize collaborative, quality-driven, and project-oriented management styles, many healthcare organizations in Uzbekistan still operate according to Taylor's model, which emphasizes hierarchical structure and strict subordination. High-quality training of both medical and managerial personnel is crucial, as their expertise directly impacts the effectiveness of healthcare provision and the promotion of population health. Efficient resource utilization depends on skilled managers capable of addressing the complex objectives of the healthcare sector. A key trend in contemporary society is the economization of various life spheres, including healthcare, highlighting the growing interconnection between healthcare and economic processes. Consequently, healthcare's reliance on economic resources is growing, and public health outcomes increasingly influence economic performance across countries, regions, and sectors.

**Purpose of the Study:** This study aims to assess the current approaches to training healthcare management personnel.

#### Research Objectives:

1. To examine the current system for training managerial personnel in healthcare.
2. To identify the unique requirements for training healthcare management personnel.
3. To propose recommendations for improving healthcare management training.

**Materials and Methods:** The study employs both theoretical and empirical research methods. Techniques used include synthesis, comparison, generalization, formalization, and secondary source analysis. Key sources include scientific publications, regulatory documents, open-access online resources, and printed materials.

**Results:** Effective healthcare management requires two essential qualities: the ability to adopt a broader perspective and the readiness to assume responsibility for team performance. A manager must take ownership not only of their own actions but also of their team's outcomes. Successful management involves organizing team efforts, overseeing work schedules, and coordinating activities to achieve desired results. Demonstrating managerial competence involves a forward-looking approach, anticipating future challenges, addressing potential conflicts, motivating staff, and exhibiting leadership skills. In the modern context, modern healthcare management increasingly demands a shift from traditional medical leadership roles to comprehensive managerial functions. A healthcare manager is no longer solely a medical professional but rather a healthcare administrator equipped with a full range of management skills. Effective managers need expertise in handling human, financial, and material resources. Thus, holding a managerial position in healthcare requires a shift in focus from purely clinical duties to administrative responsibilities that prioritize economic and organizational knowledge.

**Conclusions:** Analysis of healthcare management training underscores the need for specialized education in management. Professional training for healthcare managers requires well-designed educational programs that specify key competencies, knowledge, skills, and organizational structures to support the learning process. A structured program in “Management” equips prospective managers with the skills necessary for healthcare administration. In managing a healthcare organization, one must balance immediate operational demands with strategic foresight, ensuring present goals are met while planning for future improvements. This approach reflects the primary principle of healthcare: prioritizing patient needs. Therefore, training healthcare managers should not only involve traditional educational institutions but also specialized business schools, fostering both professional and business competencies essential for modern healthcare. Such a comprehensive approach is vital to developing the managerial skills needed for today’s medical landscape.

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