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METHODS OF USING IMMERSIVE MECHANISMS IN DEVELOPING MANAGEMENT COMPETENCIES OF LEADERS OF PROFESSIONAL EDUCATIONAL INSTITUTIONS

Urmonov Elmurad Mamasolievich
Director Of Pedagogical College Of Pop District, Uzbekistan

Abstract
In the modern educational landscape, the development of management competencies among leaders of professional educational institutions is essential for ensuring effective administration and innovation. Immersive mechanisms, including Virtual Reality (VR), Augmented Reality (AR), and simulation-based learning, provide dynamic and interactive experiences that enhance leadership skills. This paper explores the methods of using immersive technologies in leadership training, focusing on decision-making, strategic planning, and crisis management. It discusses the benefits of immersive mechanisms, such as increased engagement, practical application, and safe learning environments, while also addressing challenges like high costs and technical barriers. The study highlights best practices and future perspectives on integrating immersive mechanisms into professional education leadership development.

KEYWORDS
Immersive Mechanisms, Management Competencies, Leadership Training, Professional Education, Virtual Reality, Augmented Reality.

INTRODUCTION
The evolution of digital technologies has revolutionized leadership training in professional educational institutions. To address the complex challenges of modern education management, leaders must develop competencies in decision-making, strategic vision, and crisis response. Immersive mechanisms provide innovative solutions that enhance experiential learning and competency development. This paper examines the methods of integrating immersive technologies into leadership training programs and their impact on managerial effectiveness.
Methods of Using Immersive Mechanisms in Leadership Training. Immersive mechanisms offer varied approaches for developing leadership competencies in professional educational settings. These methods include:
Simulation-Based Learning. Immersive simulations allow leaders to practice real-world management scenarios, improving decision-making and problem-solving skills without real-life consequences.
Virtual Reality (VR) for Experiential Leadership Training. VR-based training provides interactive leadership development experiences, including team collaboration, conflict resolution, and crisis management exercises.
Augmented Reality (AR) for Strategic Planning. AR technologies enhance strategic planning and visualization by providing data-driven insights and interactive models that aid in decision-making processes.

Gamification and Role-Playing. Gamified training modules and role-playing exercises engage leaders in scenario-based learning, reinforcing management principles and interpersonal skills. Benefits of Immersive Mechanisms in Developing Management Competencies. The use of immersive mechanisms in leadership training offers several advantages. Enhanced Engagement and Retention are immersive experiences improve information retention and active participation, Practical Application is leaders can apply theoretical knowledge to real-world-like scenarios, refining their skills in a controlled environment. Risk-Free Experimentation is virtual and augmented settings allow for trial-and-error learning without negative real-world repercussions. Increased Accessibility is remote access to immersive training enables a broader reach and inclusivity in leadership development.

Challenges and Considerations. While immersive mechanisms offer promising advancements in leadership training, several challenges must be addressed:

- High Implementation Costs: Investing in VR and AR infrastructure can be costly for educational institutions.
- Technical Limitations: The effectiveness of immersive training depends on the availability and quality of technological resources.
- Training and Adaptation Needs: Both trainers and trainees require adaptation to new immersive technologies for effective learning outcomes.

Future Perspectives. The future of immersive leadership training will be shaped by advancements in artificial intelligence, machine learning, and cloud computing. These developments will enhance the realism, accessibility, and effectiveness of immersive mechanisms, making them indispensable in professional education leadership training.

Conclusion. Immersive mechanisms play a vital role in developing management competencies among leaders of professional educational institutions. By providing interactive, engaging, and effective training experiences, these technologies prepare leaders for the challenges of modern education management. Overcoming implementation barriers through institutional support and continuous innovation will ensure the successful integration of immersive mechanisms into leadership development programs.

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