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Tashkent International University of Education
Turin Polytechnic University in Tashkent

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of the MMIT'25 International Conference

TA'LIMNING ZAMONAVIY USULLARI VA
INNOVATSION TEXNOLOGIYALAR

MODERN METHODS AND INNOVATION
TECHNOLOGIES IN EDUCATION

СОВРЕМЕННЫЕ МЕТОДЫ И
ИННОВАЦИОННЫЕ ТЕХНОЛОГИИ
В ОБРАЗОВАНИИ

29 May 2025, Tashkent, Uzbekistan

MAQOLALAR TO'PLAMI
СБОРНИК СТАТЕЙ



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Modern methods and innovation technologies in education

**Современные методы и инновационные технологии в
образовании**

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MANAGEMENT INNOVATION: SHAPING THE FUTURE OF BUSINESS MANAGEMENT

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Abstract. In today's fast-changing business world, traditional management approaches are no longer enough. To stay competitive and resilient, organizations need to embrace innovation not just in products, but in how they manage people, processes, and strategies. This article looks at what managerial innovation really means — bringing in new ways of working that improve performance and create lasting value. It highlights five key areas where innovation is making a big impact: agile and adaptive leadership, digital transformation, hybrid and remote work models, ethical and sustainable practices, and building a strong culture of learning.

Keywords: *management innovation, agile leadership, digital tools, remote work, sustainable business, learning culture, employee engagement, data-driven decisions, business change, organizational growth*

Introduction

In a rapidly changing global business environment, managerial innovation has become the cornerstone of an organization's success. Businesses can no longer rely solely on traditional management methods. We need to apply innovative approaches in order to remain competitive, flexible and sustainable. Managerial innovation means the introduction of new methods, processes, structures, and practices that improve the organization's performance and create value.

Results and Discussion

Modern business faces complex challenges such as technological disruption, changing consumer expectations, international competition and personnel changes. In this dynamic environment, traditional hierarchies, rigorous bottom-up processes and decision-making models are often lacking. To adapt and thrive, companies must innovate not only in products and services, but also in how they manage people, resources, and strategies.

Key Areas of Management Innovation

1. Adaptive and Agile Leadership

Today's retirees are expected to be emotionally developed and able to overcome their insecurities. Gest social encourages social decision-making and allows people to act socially. Agile leadership goes beyond the confines of efficient project management; it embodies a mindset of continuous improvement, responsiveness to change, and empowerment of teams [4]. Adaptive leadership, meanwhile, focuses on the capacity to navigate complexity, foresee emerging trends, and pivot strategies accordingly. – Agile, adaptive leaders are able to move quickly and easily from one area of management to another, able to manage a diverse range of complex services and able to quickly and smoothly adapt to a fast-changing business environment.

2. Digital Transformation and Data-Driven Decisions

The integration of digital tools such as artificial intelligence, large-scale data analysis and cloud computing into management practices has transformed the way decisions are made. Managers can now use the data to predict trends, to customize customer experience, and delete transactions in real time. The unprecedented development in information and communication technology (ICT) has caused the production of massive volumes of digital data. This phenomenon encouraged academics and practitioners to search for unconventional means to benefit from analyzing this data in several domains [5].

3. Hybrid and remote Work Model

The epidemic has transformed remote work as a result of the spread of ethical team responsibility. Technologies such as virtual collaboration tools and the restart of radio stations are currently playing an important role in the development of industry, scientists, and various industries. The research shows that if organizations carefully plan for change and thoroughly implement it, there is the possibility of a positive outcome for all parties involved [6].

4. Ethical and Sustainable Management

Innovations in management also include the implementation of principles and ethics of sustainable development in basic strategies. Companies are rebuilding their supply chains and adopting environmentally friendly technologies, prioritizing stakeholder value over short-term profits. Decision makers are increasingly aware of the importance of corporate social responsibility. (CSR) and ethical choices within the strategic business vision. As for all the interdisciplinary areas, so also for the CSR there are different points of view regarding its «foundational» aspects, starting with the definition of the discipline, which changes according to the origin of the interested scholars and stakeholders [1].

5. Development Culture and learning

Forward-thinking companies invest in continuous upskilling and learning. Management innovation includes mentorship programs, implementing personalized learning path and digital learning platforms which align employee rise with business objectives.

Viewing culture in this way carries specific implications for understanding how a new culture is learned and how it might be taught. In particular, processes of learning culture can be seen to parallel processes of gaining practitioner knowledge, while processes of teaching culture can be modeled on the notion of cognitive apprenticeship [2].

Benefits of Management Innovation

1. Increased Efficiency: Streamlined processes and data-driven strategies reduce waste and improve resource allocation.

2. Enhanced Employee Engagement: Empowering employees and flattening hierarchies lead to higher motivation and retention. Enhanced employee engagement involves actively creating a workplace where employees are motivated, connected, and feel a sense of purpose. This can be achieved through various strategies that foster a positive work environment, provide opportunities for growth, and recognize employee contributions.

3. Improved Customer Experience: Adaptive management practices enable quicker responses to market and customer demands. Improving customer experience involves enhancing interactions and satisfaction at every stage of the customer journey, from initial contact to post-purchase support. This includes understanding customer needs, addressing pain points, and implementing strategies to make the overall experience positive and memorable.

4. Greater Competitiveness: Companies that innovate in management stay ahead of industry trends and outperform less agile rivals. As the world flattens, nations are beginning to compete in the same way [3]. Greater competitiveness generally refers to a situation where businesses or economies are more capable of successfully competing in the market, offering better products or services at a lower price, or innovating more effectively.

Despite the benefits, implementing innovative management practices can be challenging. Resistance to change, lack of leadership buy-in, and inadequate technological infrastructure are common hurdles. Successful innovation requires a clear vision, strategic investment, and a culture that encourages experimentation and learning from failure. Additionally, leveraging emerging technologies and fostering innovation-oriented leadership are key areas where organizations often struggle.

Conclusion

Innovation in management is not a one-time initiative but an ongoing journey. It involves rethinking how organizations are led, how decisions are made, and how success is measured. As the pace of change accelerates, businesses that continually innovate their management practices will be best positioned to succeed in the future.

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An abstract graphic featuring a complex network of interconnected nodes and lines, resembling a molecular structure or a digital network, set against a dark blue background. The nodes are represented by circles of varying sizes, and the lines are thin, light blue, creating a web-like pattern that fills the upper two-thirds of the page.

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