

brainstorming solutions, and compromising, are crucial for resolving conflicts amicably [2, 39].

To prevent conflicts from escalating, teaching teams should establish clear boundaries and protocols for addressing disagreements. This includes setting ground rules for team meetings, defining roles and responsibilities, and establishing clear channels for communication. By doing so, team members are more likely to adhere to these guidelines, reducing the potential for misunderstandings and conflicts.

Finally, fostering a culture of collaboration and openness within the teaching team is essential for conflict management. This involves creating an environment where team members feel valued, respected, and encouraged to share their ideas and concerns. Regular team-building activities, professional development opportunities, and recognition for contributions can help cultivate such a culture. When team members trust and respect each other, they are more likely to engage in constructive dialogue and work together to resolve conflicts.

In conclusion, conflict management is a vital skill for teaching teams, as it enables them to navigate disagreements and maintain a functional working relationship. By understanding conflict resolution models, developing effective communication skills, utilizing mediation and negotiation, establishing clear boundaries, and fostering a culture of collaboration and openness, teaching teams can resolve conflicts amicably and create a more harmonious and productive work environment. By prioritizing conflict management, teaching teams can enhance their effectiveness and contribute to the overall success of the educational institution.

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FORMATION OF THE CREATIVE PERSONALITY OF STUDENTS BY MEANS OF INFORMATION AND COMMUNICATION TECHNOLOGIES IN THE MODERN HIGHER EDUCATION SYSTEM

In an era marked by rapid technological advancements and a growing emphasis on innovation, understanding how ICT can facilitate the development of creativity is paramount for educators and policymakers alike. This exploration delves into the

intricate dynamics of cultivating creative personalities among students through the strategic integration of Information and Communication Technologies (ICT) within the contemporary landscape of higher education.

The paper begins by establishing a theoretical framework that underscores the significance of creativity in the 21st century, highlighting its role as a critical competency for success in both academic and professional realms. It then proceeds to examine five pivotal studies that collectively illuminate the multifaceted ways in which ICT tools and environments contribute to the nurturing of creative traits among students.

Firstly, Jonassen's work emphasizes the transformative potential of computers as cognitive tools, or «mindtools,» in educational settings. These digital resources are not merely vehicles for information delivery but active facilitators of deep learning processes, encouraging students to engage with content in novel ways, thereby stimulating creative thinking and problem-solving abilities [1].

Secondly, Honey and Kanter's research underscores the importance of a learner-centered approach to technology integration, where ICT becomes a catalyst for personalized learning experiences. By tailoring instruction to individual needs and preferences, technology can empower students to explore their unique creative talents and interests, fostering a sense of ownership and motivation that is crucial for creative development [2].

Luckin et al.'s extensive literature review further broadens our understanding by identifying key themes and debates surrounding the intersection of creativity and digital technologies. They highlight the dual nature of technology as both an enabler and a potential inhibitor of creativity, emphasizing the need for thoughtful implementation strategies that maximize its benefits while mitigating potential drawbacks [3].

Selwyn's examination of education and technology provides a critical perspective, discussing how the digital divide and issues of access and equity must be addressed to ensure that all students have equal opportunities to harness the creative potential of ICT. Furthermore, he explores how different pedagogical approaches can leverage technology to enhance collaborative learning, a cornerstone of creative personality formation [4].

Lastly, Zheng and Warschauer's study introduces the concepts of «digital natives» and «digital immigrants,» illustrating how generational differences in technology use impact students' engagement with and adaptation to digital learning environments. Their findings suggest that understanding these distinctions is vital for designing inclusive educational practices that effectively tap into the innate creativity of diverse student populations [5].

In conclusion, this synthesis of research underscores the profound impact of ICT on the formation of creative personalities in higher education. It advocates for a holistic approach to technology integration that prioritizes active learning, personalization, collaboration, and equity. By doing so, modern higher education systems can better prepare students to thrive in an increasingly complex and innovative world, equipped with the creative skills necessary to drive future advancements across all sectors.

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MODERN LEARNING MANAGEMENT SYSTEM: ADVANTAGES AND DISADVANTAGES

In the contemporary educational landscape, the adoption of Learning Management Systems (LMS) has become increasingly prevalent, driven by the need to enhance the quality and accessibility of educational content. Modern LMS platforms, such as Blackboard, Canvas, and Moodle, offer a range of features that centralize and streamline the management of educational resources, facilitate interactive learning, and enable comprehensive performance tracking. This paper explores the advantages and disadvantages of modern LMS, drawing on recent research and practical experiences over the past decade.

One of the primary advantages of modern LMS is the centralization and organization of educational content. Instructors can easily upload and manage course materials, assignments, and assessments, making them readily accessible to students. This centralization not only simplifies content management but also ensures consistency and standardization across different courses and programs. Advanced features such as multimedia integration, interactive quizzes, and discussion forums enhance the engagement and interactivity of the learning experience. For instance, a study found that the use of multimedia and interactive elements in LMS platforms significantly improved student motivation and participation.

Another significant advantage is the ability to track and analyze learner