



The Research on Leadership Training of College Student Cadres

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Abstract: College student cadres are the advanced members of college students, shouldering the historical mission of serving students and leading students to struggle and grow up. This paper takes leadership training as the research theme and student cadres as the research object to provide the university with ways and methods to cultivate student cadres' leadership, so as to cultivate student cadres to become practical talents of leadership.

Keywords: College Student Cadre; Leadership; Training Path

1. Characteristics of college student cadres

1.1 With high political literacy

The identity of student backbone inherently requires students to have high political literacy. College student cadres are important forces in the ideological and political education of college students. When the Youth League committee and the Student Union select the backbone of students, the most important criteria to consider is whether they have high political consciousness and correct political stand. This requires the backbone of the students themselves to firmly support the leadership of the communist party of China, and always maintain a high degree of consistency with the Central Committee in terms of ideology, politics and action. In the face of major political issues and political direction, they have to stick to the bottom line, establish the lofty ideals of communism, establish the firm belief of Marxism, actively advocate and consciously practice the core socialist values.

1.2 With strong practical ability

As the organizer, manager and implementor of self-education, self-management, self-service and self-supervision, student cadres have strong practical ability. The practical ability of student cadres can be reflected in the following two aspects:

Firstly, in the early stage of practice activities, they assist teachers in planning and preparing for college students' campus activities. Student cadres are part of the student group, and they have a better understanding of the growth demands and behavioral psychological characteristics of the public students. At the same time, they can express the party and the country's policies, the spirit of the school to the students in a way that the student group is pleased with, attracting more students to participate in the activities, so that the students can cultivate their minds in the participation, to achieve the purpose of "edutainment" activities.

Secondly, In the process of carrying out practical activities, they assist the teacher in charge to carry out activities smoothly, such as organizing students to participate in an orderly manner, implementing the activity plan, maintaining the order of the activity, recording the facts of the activity and feeding back the effect of the activity. In this series of organization and implementation activities, student cadres experience self-value, management and decision-making,

conflict and communication, cooperation and getting along, leadership and change, which are all practical activities of leadership.

1.3 With a broader vision

In the process of training student cadres, the university actively organizes and develops the foreign exchange work of student cadres in line with the principle of broadening vision, enhancing friendship and making common progress. It can give full play to the important role of university student cadres in youth exchanges between China and other countries, strengthen friendly exchanges between student associations at all levels and student organizations of other countries, and organize university student cadres to conduct exchanges with outstanding young students from other countries. For example, in the regional exchange activity of the 11th Congress of Guangdong Students' Federation held by Southern Medical University in 2016, the presidents of the graduate student associations of 9 universities have introduced the characteristic work, organizational construction, academic research, cultural and sports activities, employment practice, marriage and dating, etc. South China Normal University introduced the "Graduate Youth Leadership Training Camp", the Graduate Union of Guangdong University of Foreign Studies combined with its own characteristics to promote the internationalization of graduate education through model United Nations. The graduate Union of Guangzhou University promoted the experience of training the backbone of the graduate union from the undergraduates of postgraduate guarantee, and the doctoral Union of Zhongshan University also introduced the experience in the marriage, dating and treatment of doctoral students. This activity strengthened the communication and interaction between the provincial student federation and the university student organizations, and enhanced the friendship and tacit understanding between each other.

2. The Content and form of leadership training for college student cadres

2.1 Realize the diversification of training content

The leadership training of student cadres should change the current mode of "focusing on practice and light on theory", and specifically cover all student cadres, especially those who are willing to further study the leadership knowledge system. Leadership training is mainly divided into the following aspects:

Leadership research: leadership research can offer basic theory of leadership, leadership skills, thinking and methods, leadership roles, leadership decision-making theories and other teaching contents, to improve the mastery of the content of leadership theory of student cadres. With theoretical knowledge as the starting point, they can build a complete knowledge system of leadership. In the teaching process, it is necessary to contact the daily leadership activities, organization and planning activities encountered problems, guide student cadres to compare and weigh different methods; In addition, it is also necessary to pay timely attention to major hot issues in international relations, understand leaders' thinking and direction of decision-making, and compare, absorb and improve in actual cases.

Leadership practice activities: there are certain differences between the leadership practice activities of student cadres and social practice activities. College students participate in social practice mainly to "understand the society, understand the national conditions, increase their ability, contribute to the society, exercise perseverance, cultivate character". The practice of leadership emphasizes the participation of student cadres in team activities. Student cadres need to cultivate the concept of overall view and have the strategic concept of obeying the overall situation. At the same time, they should also learn to do ideological work, fully mobilize the enthusiasm of the public students, make the team more cohesive; and they should exercise psychological quality and sense of responsibility in practice, master the insight into the nature of things and grasp the ability; They also need to cultivate communication skills during communication with people, be good at cooperating with others, pay attention to emotional exchanges and so on.

Leadership art: leadership art includes leadership employing art, leadership affairs art, leadership decision-making art and many other contents. The art of leadership is the ability of leaders to creatively apply the principles and methods of leadership on the basis of certain knowledge, experience and dialectical thinking. This shows that the art of leadership has originality. Individual differences in leadership skills result from differences in leadership behaviors and methods. At the same time, its effectiveness also determines that student cadres must gradually understand the art of leadership in

practice and reflection.

2.2 Realize the diversification of cultivation form

There are various forms of leadership training for student cadres. By referring to foreign leadership training models, it can be found that foreign leadership training systems are more mature than Chinese universities. In terms of the form, it includes special lecture, community service, workshop, self-evaluation and reflection, scenario simulation, outdoor activities, team training, multimedia presentation, TV program adaptation group discussion, service learning guidance and so on. Different schools and teachers can choose the training form according to the requirements and training objectives of talent training.

Theory courses and special lectures: theory courses and special lectures are the most common training methods. They are simple and easy to operate. Theoretical knowledge can be largely infused in a short time. The teaching content can be explained pertinently according to the current situation of the leadership of student cadres. Theories can explain human activities in the past and guide human practice. Convincing in theory is the basic premise for student cadre leadership to obtain practical results. In order to bring the theoretical courses and special lectures into full play, it is required that the teaching content must fit the development needs of student cadres, be more contemporary and innovative, and be more convincing and appealing.

Skill training and quality development: we need to hold an open mind and innovative thinking, summarize and evaluate the foreign skill training forms, combined with the resource's utilization of colleges and universities and the professional characteristics of student cadres, to develop and enrich the leadership skills training forms of Chinese college student cadres.

Application of new media: with the continuous advancement of information technology, teachers in charge need to keep up with the trend of the time, actively use WeChat, QQ, Weibo and other new media, establish network learning platform, to achieve communication between student cadres, student cadres and teachers. At the same time, through the development of network courses, network lectures and other new forms, schools can solve the problems of weak teachers, insufficient funds. It necessary to integrate many resources at home and abroad, among universities and other ways to enhance the diversity of leadership development of student cadres.

3. The leadership training path selection of college student cadres

3.1 Update the leadership training concept of student cadres

Firstly, schools should create a learning atmosphere for leadership. According to the guidance of "College Student Cadre Training Plan (2006-2010)" and "College Student Backbone Training Implementation Rules" issued by the central Committee of the League, redefine the connotation of "student cadre leadership". According to the development characteristics and professional basis of the school, training models are developed, creating more opportunities for students to organize and take charge of teachers' learning, and providing corresponding network resources for leadership training. Student cadres should not only cultivate the ability to lead others and lead themselves, but also emphasize the combination with this major, deepen the theoretical basis of leadership training, and make leadership behavior more practical and feasible.

Secondly, administrative teaching assistants and teachers should change their ideas and strengthen the in-depth study of student leadership. The cultivation of leadership is not the cultivation of leaders. To a considerable extent, the importance attached by school leaders determines the quality and level of the construction of college student cadres and the effectiveness of leadership training of student cadres. Teachers in charge at all levels should deeply study the theoretical knowledge of leadership and pay attention to the growth of the leadership of student cadres. College leaders and instructors should no longer care about students as "leaders", but should be more student-centered, strengthen communication with student cadres and timely understand the needs of student cadres, support and encourage student cadres in the preparation of planning leadership activities bold and innovative attempts, and provide necessary support and cooperation.

3.2 Give full play to the ideological and political leading role of student cadres

It is necessary to strengthen the cultivation of Marxist theory of the backbone of the students, with communist ideals and beliefs throughout the whole process of ideological and political education of college students, guide student cadres to gradually internalize the theoretical system of socialism with Chinese characteristics, and externalize the internalized values into concrete value behaviors in leadership activities, thereby improving the ideological and moral qualities of student cadres. Specific measures are as follows: One is to integrate into classroom teaching. Student cadres have a certain theoretical accomplishment and have a good grasp of knowledge points, but they lack the link to internalize them, so they are easy to lose themselves when they are impacted by foreign values, and will be affected to a certain extent in aesthetics, religious belief and moral value orientation. Therefore, when organizing the ideological and moral cultivation and legal basis of Mao Zedong thought and the introduction to the theoretical system of Socialism with Chinese characteristics, the introduction to the basic principles of Marxism, form and policy, it is necessary to highlight the importance of Marxism theory education, give full play to the role of main channel in the core values education in classroom teaching.

3.3 Enhance the service ability of student cadres

As a member of the student group, the student cadre should represent the interests of the students and the school and convey different individual collective voices. Student cadres should always bear in mind their job duties to improve their service awareness, take serving the majority of students as their own responsibility, and improve their service level. The teacher in charge of the student organization should clarify the work tasks according to the Constitution of All-China Students' Federation, and actively guide the student cadres to have a sense of honor and identity for their own work; In daily leadership practice, college students should love their own work, set up a "student-oriented" goal, and do not care about personal gains and losses; they should accept the criticism of teachers and students with an open mind, and summarize the experience and lessons in time. In addition, they need to put an end to the superior vanity concept as a student cadre, and cannot take the purpose of obtaining "fame" and "profit" to join the student cadre team. In the process of doing the student work, as college student cadres, they should meet the spiritual needs of the campus life of the student group, do a good job in self-positioning, and do the student work with selfless spirit.

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