

Research on Exploring the Path of Strengthening the Work Style Construction of Leading Cadres in the New Era

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Abstract: In the current development situation of social transformation, economic transition, both opportunities and challenges, the grass-roots party and government organs shoulder a great mission, great responsibility, great tasks, and face unprecedented opportunities and unprecedented challenges. It is urgent to assess the situation, climb the problem, and innovate and develop. Leading cadres should play an exemplary role, play a leading role and play a leading role. At the meeting celebrating the 100th anniversary of the founding of the Communist Party of China, General Secretary pointed out that "Chinese youth in the new era should take the great rejuvenation of the Chinese nation as their own responsibility, strengthen the ambition, backbone and confidence to be a Chinese people, and live up to The Times, the time and the ardent hopes of the Party and the people. This is not only a message to the majority of young people, but also an expectation to the majority of party members, but also an entrust to the leading cadres. Leading cadres to shoulder the historical task, is to promote the builders of the great rejuvenation of the Chinese nation, more need to strengthen ambition, backbone, confidence, mind "two big situation", with "the big", on the new journey, motivation, alert yourself, in the process of building the great cause of socialism with Chinese characteristics first, take the initiative to bear, brave. Some leading cadres exist work on the surface, ideological negative and loose and the concept of the bad style. The reasons are both personal reasons, such as lack of personal ideals and beliefs, organizational reasons, such as lack of management due to imperfect assessment mechanism, and environmental reasons, such as high-pressure competition breeds bad psychology. To correct the bad style of leading cadres, we should do it: firm ideals and beliefs, learn from the spirit of example; improve the assessment mechanism, promote the efficient performance of duties; carefully follow the requirements of self-cultivation, and practice self-cultivation. This paper starts from three levels, finds out the fundamental cause of the bad style of leading cadres, and gives a certain path to explore, and strives to study and explore the style of leading cadres fundamentally.

Keywords: Leading Cadres, Bad Behavior, Correction

1. Introduction

General Secretary has stressed on many occasions that leading officials should practice their duties and play an exemplary and leading role in comprehensively governing the Party with strict discipline [1], strengthening their ideals and convictions, strengthening their conduct, cultivating their moral sentiments, and forming a clean and upright political environment. The decency and correctness of a leader's behavior is not only related to the operation direction and action effect of the organization, but also directly affects the subordinates' perception and judgment of fair order and standard rules [2]. Leading cadres should play a good leading role and lead an example, in this

process, some leading cadres behavior deviation, only as soon as possible to correct these bad style to ensure that does not affect the smooth development of daily work, do eliminate disadvantages, inside and outside repair, the body is acting.

2. The Main Problems Existing in the Work Style Construction of Leading Cadres in the New Era

2.1. The Work Is Not Deep Enough

Some leading cadres will work into a "superficial", a

mere formality, on the surface of every day of the "busy", in fact, "mediocre" [4]. When the original intention of the work becomes to deal with, or even to deal with, the inspection of the superior leaders, then such a work can not improve the organizational strength, and has little significance. In the work is not problem-oriented, but blindly keen to do a good job of superficial articles, the purpose is to pass just, the pursuit is to fool the past, then the final result is to make the work become formalized. There are also leading cadres particularly like to seek new, dig out to set up the carrier, the pursuit of new technology and new models, pattern renovation, but do not consider the actual work. Sometimes, being too new is being divorced from reality [5]. With the progress of The Times, it is indeed necessary to seek innovation in the work. But seeking new is not patting the forehead matter, is to make the work to do practical, if only do the mouth, form, can not find the basis from the objective law, this is divorced from reality, let the work is superficial.

2.2. The Think Is Not Motivated Enough

Leading cadres who lack the skills to negotiate, compromise, or convey negative messages may deceive themselves into using negative evasion as an effective strategy. These negative reactions are often subconscious, and they do not want to show their true feelings, and think that they can only preserve themselves. When they need to solve things, they always ignore them, or avoid negative comments, which is the manifestation of negative passivity [6]. There is no real cooperative prejudice between the leadership holder and people, when he is unwilling to turn to others when he is in trouble, when others need his help, he is also indifferent. What ultimately realizes is not the wisdom that these leading cadres want to protect themselves, but to introduce themselves into an island. Some leading cadres always feel that "subordinates are not comparable to themselves" [7]. They are very busy every day, and they seem to be very motivated. In fact, there is an ideological bias, the lack of trust for subordinates, is a negative form of thought, the final result is the discrete state of interpersonal relations.

2.3. Concept of Egoism

When the leading cadres have the concept of selfishness, it is possible to obtain personal interests through the authority and damage the interests of the organization or the subordinates, which has a negative effect on the organization, the leading cadres and the subordinates. Self-interested people all maximize their self-interests, and such people often lack the big picture. If the leading cadres have the concept of self-interest, it may seem harmonious on the surface, but if they involve their own interests, it is easy to appear to "ignore the overall situation, only care about themselves" [8]. Moreover, in the eyes of egoists, the relationship between leading cadres and subordinates is a simple relationship between subordinates, without any emotion, such leading cadres will easily ignore the

psychology, emotion and needs of subordinates, and in the long run, there will be more and more estrangement between subordinates. Everything only their own profits, for the subordinates, the whole team will inevitably lose cohesion, no execution. As Japanese industrialist Kazuo Inamori said, "the self-centered 'self-interest tendency' is the root cause of all our problems."

3. Analysis of the Reasons for the Bad Style of Leading Cadres in the New Era

3.1. From Personal Level: The Weakening of Personal Ideals and Beliefs Results in a Lack of Concentration

"Without ambition, the world is nothing." If a man has an ideal sail in his heart, then he will sail far away. As a leading cadre, if the lack of ideal and faith in the heart is very likely to appear all kinds of bad practices. What are the ideals and beliefs? Ideals and beliefs are the pillar of a person's progress, and the political soul of a political party and a nation. Ideal and faith are the "master switch" and "master gate" of a person's thought and action, and the landslide of ideal and faith is the most dangerous and fatal "hard wound" [9]. When the leading cadres lack ideals and beliefs, they may begin to believe in ghosts and gods not Marxism-Leninism, believe in down-to-earth, believe in money and interests do not believe in real work. Only see the personal desire, do not see the collective interests. The firmness of ideal and faith leads to the utilitarianism of faith, easily taking loyalty to faith as an equivalent exchange for personal desire. When personal desire is filled with complacency, fill when trying to fill, think this is their so-called "pay" get "return", but this is the beginning of the abyss, this is the step by step to the cliff, these people may eventually become selfish, corrupt, corrupt people. Further into the reasons, we can find that when the leading cadres' ideals and beliefs are shaken, diluted and even missing, they are more likely to go to corruption, and gradually fall and disillusionment. In short, the ideal and faith of leading cadres are not strong, easy to produce the problem of lax discipline, the concept of discipline, organizational consciousness is not strong, divorced from the organization, do not care about the organization and rarely participate in organizational activities, individualism and liberalism of strong thought, to their own requirements are reduced.

3.2. From Organizational Level: The Imperfect Assessment Mechanism Leads to the Lack of Management

"The root cause of the people, the people in the trial, the trial in the verification." Whether the assessment mechanism is perfect has a key role in management, When there are problems in the assessment mechanism, it is easy to produce some problems. The assessment mechanism is the baton in the work. If the baton is commanded correctly, the work will be more smooth. If the baton does not play its due command role, the work will become a mess. Therefore, in the assessment of

leading cadres, we should do two points, on the one hand, we should improve the assessment mechanism, so as to better restrain the leading cadres. On the other hand, there should be a certain incentive, to achieve the balance of constraints and incentives, the two coordination, to achieve complementarity and unity. Once the lack of assessment mechanism in the work, there may be the phenomenon of disorderly action, and even corruption. If the incentive mechanism is ignored, the work will become lifeless, easy to produce "lazy" and "idle" phenomenon. At the same time, positive incentive also plays a certain role in daily work [10]. Constraint management should have both strict hard constraints and strict soft constraints, which requires a more perfect assessment mechanism as a guarantee. Therefore, a good leader is selected, but also managed, in the daily management and supervision, if you can not do to grasp early grasp small, prevent small, timely block the risk points of clean government, can not improve the office mechanism, and then unable to perform their duties efficiently, resulting in the lack of management.

3.3. From Environmental Level: Today's High-Pressure Competition Is in Urgent Need to Improve Personal Quality

"His body is right, and he goes without order." It was the best of times, it was the worst of times. Things have two sides, today's era has opportunities, seize the opportunity all forward, may be successful, but the road to success is always full of thorns, in this competitive era full of temptations and challenges, the level of personal quality is the key factor to success. Leading cadres play a key role in the normal operation and development of the organization, and they need to be responsible for the leadership and management work. In the complex social environment, when the personal quality of leading cadres needs to be improved, they will face many problems. For example, when things need to be calm, they cannot be calm, but become indecisive and can not handle the corresponding problems; when they are confused, they are often confused and fail to pay attention to the details, they often choose to observe the people and things around them, and should be independent of the relevant rules and regulations. In short, the psychological changes brought about by the era of competition, when the personal quality is not high, it is easy to go on a road of no return. If the leading cadres regard "heavy work, complicated entertainment" as an excuse not to learn or improve themselves, in the long run will lead to personal quality can not be improved, and will not be able to take on the responsibility of the leader.

4. The Path of Leading Cadres' Work Style Construction in the New Era

4.1. Firm Ideal and Faith, Learn from the Spirit of Example

"Let the ideals and beliefs sublimate in the entrepreneurial struggle." The light of the ideal illuminates the road of

struggle, and the power of faith creates a better future. Over the past one hundred years, the CPC has been firmly committed to realizing the common ideal of socialist modernization and the lofty ideal of communism. It is under the guidance of the common ideal and lofty ideals that the CPC has united and led the whole Party and the people of all ethnic groups in China in making many historic achievements. Having constant ideals and beliefs enables leading cadres to have a clear political direction, and in the process of realizing the ideal to achieve hard struggle and unremitting pursuit.

Ideal, faith and action are one body and two wings, but it is not enough to have a firm ideal and faith, we should combine the practical action, and fully combine the ideal with the action. Therefore, in the process of realizing the ideal, we need courage, dare to take responsibility, overcome many difficulties, experience all kinds of hardships, and notice that "hardships and hardships of jade" [11]. Be real at work, because as long as you work hard, you can truly realize your dreams. In the example body can interpret the spiritual yearning of contemporary people, from them can change their own ideals and beliefs into the reality of the appearance, the example body is the great spiritual strength, noble character and lofty ideals. Therefore, the example is the power of the spirit that we can truly feel and touch. As the leading cadres, in the process of learning, we should be good at learning from the spirit of the example, take them as the benchmark, and let their strength guide their way forward. Learn the spirit of example, take example as the benchmark, draw the strength of example, give full play to the vanguard role of leading cadres, achieve high standard to complete the work. Listening to example stories and learning from the spirit of example can fill the emptiness of faith. Role models will abstract, intangible values, become concrete tangible, considerable feeling, has into the brain, into the heart effect. You can be clearly touched, gradually breed the sense of hard work in the depths of the heart, and sprout the sense of hard work and progress. These examples are like mirrors, let ordinary people compare themselves, and then can do "right heart, right body, right line". From the stories of many role models, we can find that the deeds of many role models are not complicated, some seemingly simple, they just stick to it in their daily life, day after day, and gradually sublimate the ordinary life [12]. So, learn the spirit of example, the party member cadre should see the example people stick to, study the spirit of example, the most important or need to have perseverance. Therefore, to correct the bad behavior of leading cadres, on the one hand, we should be firm their own ideals and beliefs, and always pay attention to their own words and actions. On the other hand, we should take the initiative to learn from the spirit of example, and set an example to learn in the heart.

4.2. We Will Improve the Assessment Mechanism and Promote the Efficient Performance of Our Duties

"With law and discipline, all countries govern and change the people." In this new era, we will face new tasks and requirements, need a more perfect assessment mechanism,

because to enhance the scientific, targeted, operational assessment, to mobilize and protect the enthusiasm of leading cadres. Optimizing the selection and assessment mechanism of leading cadres, strengthening the accountability of leading cadres, focusing on the governance of inaction and disorderly action, and strengthening the ideological and moral and ideal and faith education [13], can promote the efficient performance of duties.

Scientific setting of assessment indicators is the premise guarantee to play the role of assessment baton. In the specific operation, the assessment content should be refined and quantified to become a targeted and operable system index, so that the unstandard can make people understand and reach. Of course, to ensure the accuracy of the assessment results, there should be not only a year-end assessment, but also an ordinary assessment, for example, through random assessment, special inspection, visits, democratic evaluation and other means to enrich and improve the daily work assessment. Through a variety of assessment can be all-round, multifaceted, close assessment of leading cadres, in order to understand and grasp the ideological dynamics, personal style, performance of leading cadres. The role of the assessment is to be better used for supervision and feedback, so that the leading cadres can receive timely feedback, incentive and reminder, so as to ensure the direction and effectiveness of the assessment [14]. Assessment results as the selection and appointment, awards, rank promotion, accountability accountability important basis, timely commendation, commendation, credit form affirmation and motivate outstanding leading cadres, admonishing talk, criticism, education, accountability form spur poor performance of leading cadres, by setting up a typical, motivate all staff as positive, make progress. Therefore, adhere to the appraisal results closely combined with cadres, the peacetime appraisal, annual appraisal, performance appraisal appraisal results as the appraisal staff started and responsible, cadre selection and appointment of important basis, while adhere to the appraisal results and encourage, reward, "pay attention to performance, reward", appropriate to the appraisal object to encourage and incentive, ensure the implementation of the appraisal system, improve the staff work enthusiasm and enthusiasm.

4.3. According to the Requirements of Cultivating One's Morality, the Practice of Self-cultivation

"Repair your heart and govern your body, and then you can govern in the world." Confucianism speaks of self-cultivation, family, country, leveling the world, it can be seen that self-cultivation is the fundamental of everything, so, do leadership is so. Confucius cloud: "repair oneself to respect", "repair oneself to secure the people", "repair oneself to secure the people"; "State policy" said: "virtue is not thick, can not make the people"; Ouyang Xiu said: "do not repair his body, although a gentleman but a villain; can repair his body, although a gentleman for a gentleman."

As a leading cadre must strengthen self-cultivation and morality, in the daily work and life, strict self-esteem,

self-discipline, self-respect, strict self-discipline, forgive others. Firmly establish a correct world outlook, outlook on life, values and power view. Firstly, Cadres should take "study hard" as a habit. "Learning is like a crossbow, just like an arrowhead." Restricted by the environment and conditions, we explore and find that the eyes are not deep enough or far enough, and the pace of innovative practice is not too far, through reading can broaden the horizon, increase the knowledge, improve the thinking and cognition. Secondly, as a leading cadre should take "good thinking" as a responsibility. When the situation changes all the time, there are actually many ways to be a leading cadre well, among which the most effective route is the innovation path connecting policy and flexibility. How can this be achieved? This requires leading cadres to strengthen self-improvement on the basis of "studying diligently", be good at thinking and apply what they have learned. It is a process of combining thinking with past experience [15]. When one cannot make a decision, new ideas may appear in the next second through serious thinking. When we have careful thinking, we can analyze the situation thoroughly, and we can constantly improve the ability of understanding and innovation, we will eventually realize the understanding into action. Finally, as a leading cadre, "practice" should be regarded as an obsession.. In the specific work, we should not only have ideas, ideas and visions, but also have a certain execution force, we need to know that "hard work is important, action is better than words".

5. Conclusion

As a leading cadre, it is inevitable to encounter resistance in the specific work. At this time, we should have both ideas and actions. We should turn ideas into a strategy and strategies into concrete practice, so as to achieve the combination of knowledge and practice. As a leading cadre should be "introspection" as a adhere to. Honesty and self-discipline is an eternal topic, whether to withstand the temptation is the highest realm of moral cultivation, to withstand all kinds of temptations of the outside world, to maintain a decent image is a required course for leading cadres. Leading cadres should learn to self-control, self-examination, self-alarm, and strive to become a "model" of life.

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