

## **Analysis of the path of promoting the leadership of the backbone of College Students**

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**Keywords:** The backbone of college students; Leadership; Leadership Enhancement

**Abstract:** As one of the important reserve resources for future social leaders, the backbone of college students is of great significance in training. The backbone of college students are the advanced elements in the group of college students, shouldering the historical mission of serving students and leading students to struggle and grow up. The contradiction that the lack of training can not meet the urgent need for leadership provides sufficient research space for the cultivation of backbone leadership of college students, which makes the research on the cultivation of backbone leadership of college students of great theoretical and practical value. The backbone leadership of college students is the influence of the backbone of college students. By giving full play to their personal influence, uniting all students to be positive, strengthening Marxist ideals and beliefs, and becoming a talent with both ability and political integrity and comprehensive development. As a result, the study of the backbone leadership of college students has become an important proposition for the study of ideological and political education in universities.

### **1. Introduction**

With the deepening of the organizational remolding brought by "Internet plus", the organization characteristics of "de centralization" become more and more obvious. The team work style of network has challenged traditional organizational power structure, and the non power influence of individuals in the organization is more and more important [1]. College Students' leadership is composed of leadership ideals, leadership knowledge and leadership skills. In order to achieve the activity goals of all levels of organizations in the school, college students rely on their personality charm, values, moral quality and other non post power factors to organically unite other students or groups, and their ability and influence [2]. Young college students have strong plasticity, adaptability, pioneering and enterprising spirit. The university stage is a key period for completing leadership training. By showing and improving the personal leadership of college students, leading the team to actively adapt and promote organizational changes, and better Promoting team growth and social development is an important topic in the cultivation of talents in colleges and universities [3]. The positive youth development theory emphasizes that every individual has leadership potential, including teenagers and children, as long as they are discovered and tapped, they can exert leadership power [4]. The "leadership training" in modern society is no longer limited to political leaders, but also applicable to various industries and groups. Those who only have management knowledge, but can't lead others, can't help others grow, and can't promote the effective sharing of information have been increasingly unable to meet the requirements of social and times development [5]. This affects the future development of college students, and also affects the training quality of leaders and reserve forces from all walks of life in China [6]. The lack of training can't meet the contradiction of the urgent need for leadership, which provides sufficient research space for the cultivation of college students' backbone leadership, which makes the research on the cultivation of college students' backbone leadership of great theoretical and practical value [7].

## 2. College Students' backbone leadership

### 2.1. Leadership

As for leadership, some scholars think it is a combination of ability, interaction or process, ability and influence. On the other hand, there are two views of College Students' Leadership: one is a series of characteristics or abilities that college students have or need to master; the other is the process that college students use their own and surrounding resources to achieve their own and group goals. College students are generally between 18 and 24 years old, which is a transitional period of psychological maturity, with the continuous development of logical thinking and the initial formation of values. Their psychological fluctuation characteristics are obvious, wandering between independence and dependence, emotion and rationality, communication and lock-up, with strong imitation ability and obvious herd mentality, and the degree of mutual influence is much higher than that of adults in society.

Table 1 The core elements of the leadership of college students

Element	Specific contents
Trust power	Confidence, optimism, integrity, integrity, courage, sense of responsibility, etc.
Cognitive power	Judgment, insight, foresight, learning ability, expert ability, system thinking, etc.
Creativity	Imagination, originality, curiosity, sensitivity, creative vision, open thinking, etc.
Excitation force	Give meaning, stimulate growth, empowerment, emotional resonance, inspiring, caring for others, etc.
Implementation capacity	Build system, adjust structure, lead by example, be energetic, act vigorously, coordinate conflicts, etc.
Perseverance	Firm belief, emotional stability, definite action, perseverance, withstanding challenges, courage to take responsibility, etc.

There are three main characteristics of college student leadership. Dynamic, developability, non-power influence. The backbone of college students is selected through selection, selection, and assessment. They are the outstanding reserve force of the party and the advanced representatives of the college student group. They are responsible for certain specific responsibilities and assist the school in the management of a special student status. Therefore, in view of the general understanding of "college students backbone", they are student groups with the purpose of serving students and assisting counselors, and have certain political attributes, that is, to play a leading role in thought, unite and lead young students to grow up as qualified builders and reliable successors of the cause of socialism with Chinese characteristics according to the requirements of the party.

### 2.2. Dimension

Different from foreign scholars' research on leadership focusing on hierarchical structure, domestic scholars' research on student backbone leadership focuses on dimension research. College students' practical behavior leadership includes five dimensions: leading by example, sharing the vision, challenging the status quo, making people do and inspiring people. It covers the elements of what one expects others to do, and will lead by example, and will find various ways to develop and challenge one's current situation and share the current situation of the positive development of the organization with members of the organization. In the process of work, I am not only more willing to cultivate cooperation rather than competitive relations, but at the same time provide support for members of the organization, but also affirm and appreciate their contributions. The value dimension of the leadership of college students is mainly embodied by the emotional intelligence leadership of the students. Its covering elements are whether to use one's own advantages through self-knowledge to enhance one's own abilities, and at the same time reflect on how one's own behavior is consistent with one's own values. The value dimension of College Students' leadership is mainly reflected by the responsibility leadership of students. It includes two dimensions: citizen responsibility and self-improvement. The main factors are: being able to adapt to the new way of looking at problems, and willing to seek new ideas and ways of doing things. Think that you are

responsible for your team, be willing to participate in activities that are in the common interest, and work with others to make the team better.

The Student Leadership Challenge was developed by Kouzes and Posner for the evaluation and cultivation of student leadership. The student leadership challenge model aims to help students develop their leadership potential and lead others to achieve outstanding achievements. See Figure 1.

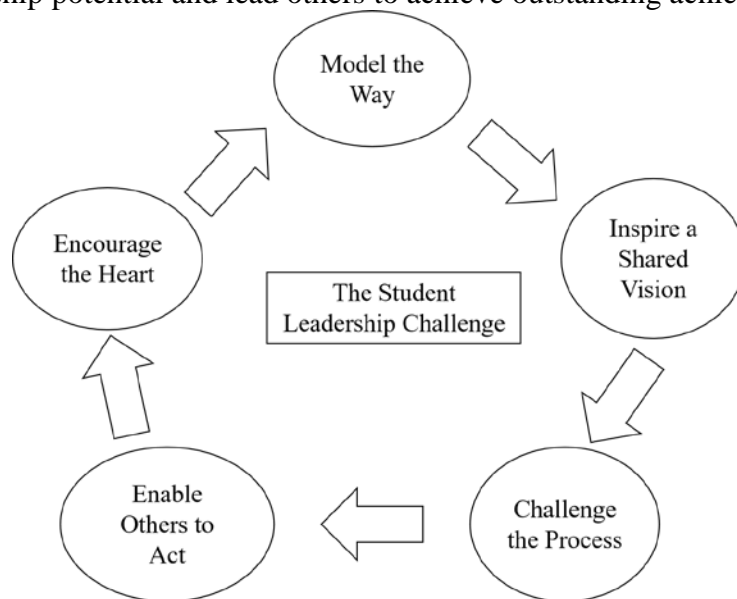


Figure 1 The Student Leadership Challenge

### 3. Ways to improve the backbone leadership of college students

The cultivation of backbone leadership of university students is not only the responsibility of scientific research teachers, but also the responsibility of teaching assistants at all levels of the university, including management functions of various agencies, administrative and logistics positions, and administrative functions of departments. A systematic project. Enhance the cognitive leadership of college students, carry out targeted leadership education for college students, attach importance to the construction and development of student associations, and build an innovative platform for the development of college student leadership. Universities should implement the concept of people-oriented and student-centered, get rid of the idea of "official standard", and establish a sustainable scientific development concept of talent training. As an academic organization, University is an important place for knowledge inheritance and innovation. As a gathering place of talents, University is a place to realize individual academic freedom, transform theory into productivity and promote social development. John Maxwell mentioned that leadership is influence, and regarded leadership as a process of practice and learning, a gradual process, not a static state. He divided leadership into five levels: position, identity, production, establishment and peak, as shown in Figure 2.

**Social level:** The cultivation and development of backbone leadership of college students cannot do without material foundation. Provide technical support and social practice platform. The National Student Leadership Alliance that cooperates with universities to open diverse projects. **University level:** give full play to the role of campus cultural activities. Carry out special leadership training courses. **Personal level:** the pursuit of self-improvement and self-development. Actively participate in career planning. The ultimate goal of cultivating the backbone leadership of college students is to cultivate the high-quality social talents needed in the new century. In addition to improving their comprehensive quality, college students should also have a certain sense of career planning, and actively participate in a series of career planning activities. Through the organizational experience of student activities, they can expand to social practice experience, so as to make the leadership education of college students form a sustainable development from the inside out. The acquisition of leadership theory and knowledge needs certain methods, and the main

method is curriculum. However, the establishment of leadership courses is not mechanical and abrupt, but should be combined reasonably and organically to achieve the expected training effect. As the representative of the group, the backbone of college students holds the most advanced technology of the times, which represents the development direction of the times and reflects the trend of the times. As far as knowledge is concerned, young people are the group with the richest knowledge and the widest contact. However, young people lack the profound understanding of leadership knowledge and the mastery of professional knowledge and skills. Therefore, young people's promotion of their own intellectual factors is an important content for the backbone of college students to expand their influence. This requires: solid professional knowledge. Improve learning ability and constantly update the knowledge system. Create an atmosphere of knowledge sharing.

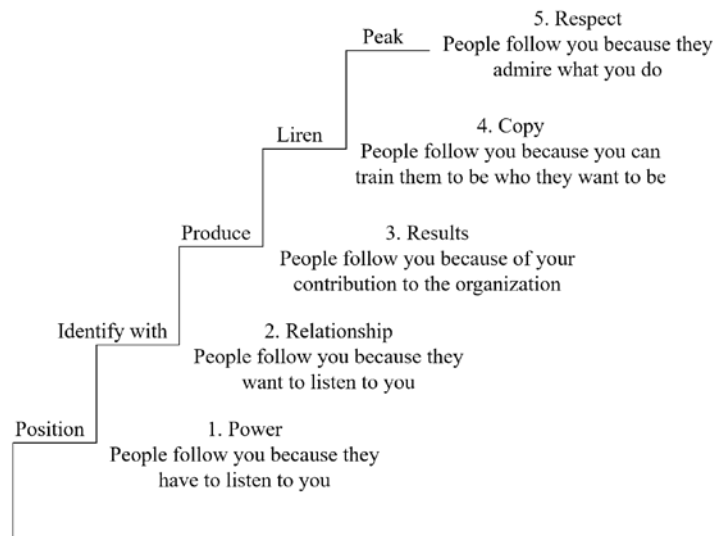


Figure 2 The five levels of leadership

#### 4. Conclusions

The backbone of college students is the leader of the student group, the bridge between the school and students, teachers and students; Backbone students participate in the student union, associations and other organizations with practical significance, and constantly enrich and internalize their own leadership in the process of practice. The increasing improvement of leadership theory, the recognition of the value of leadership training, and the strong demand for leadership talents from all walks of life in modern society, especially the party and government organs and universities, all reflect the importance and necessity of leadership training and promotion. The backbone of college students' party members is an elite group that has been tested by will and cultivated for a long time, and plays an exemplary and leading role in ideological and political aspects. At the same time, the backbone of college student party members is a powerful reserve force and new force for the CPC to be in power. Therefore, the cultivation of the leadership of college student Party members is not only related to the students, but also related to the realization of the Chinese dream of great rejuvenation of the Chinese nation in the long run, which is the inevitable mission of college student Party members.

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