



Training and Research on the Leadership of University Student Organization Under the Mode of Education Management

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Abstract

The application of educational management model technology has been gradually integrated into higher education management. This paper provides a brief overview of educational management models and their application in educational management. It introduces the concept and plan for applying educational management models to leadership training for college students. The paper thoroughly analyzes the feasibility and necessity of this research, aiming to innovate the existing leadership training methods for college students and offer valuable insights for talent development. Currently, the shortage of skilled college graduates is one of the primary challenges facing the medical sector in China. Effectively implementing leadership training for college students and cultivating exceptional management talent for society has consistently been a critical objective for the advancement of management practices in China.

Keywords

Educational management mode; Leadership training; College students; Higher education; Path exploration

Career planning is an important course for college students before they face career choices. Scientific and reasonable leadership training is an effective way to help college students do a good job in career planning, and it is also an indispensable part of higher education. Leadership training has always been the focus of education content during the "Seventh Five-Year Plan", "Eighth Five-Year Plan", "Ninth Five-Year Plan" and "Tenth Five-Year Plan" period. It is also an effective means to implement quality education, which is related to the quality of talent in the future of the country. At present, the shortage of college students is one of the main dilemmas facing the medical environment of college students in China. How to do a good job in the leadership training of college students and train more excellent management talents for society has always been a key task for the construction and development of management in China (Zhou Weiyuan, 2023).

1. Establish a vision

It is important to build a true vision with purpose and values. Being clear about your direction, concisely stating your goals, and directly expressing your values are guiding principles that guide your work behavior. When writing your vision, you need to ask yourself how much you want the vision to include, you can present a vision for the overall mission and goals of the company, and you can also focus the company's vision on a particular department of the company. In addition,

it is necessary to choose a suitable time period, in general, most of the vision time spans of 1 to 10 years, and the most common vision is the next 5 years. You can try to spread your vision beyond the current problems and concerns of your company and think about the problems and new concerns that your company may face in the future (Hu Yang, 2023).

2. Identify your leadership style

Knowing your personality and what type of leader you are can help you and others determine where and when to take the best action so they can focus their energy and time on achieving the goals you have set for them. Our actions and reactions often reflect our personality traits. For example, some people become nervous and anxious when they encounter problems, while others stay calm and composed. If you want to understand your own personality traits, look for clues by observing how you behave and react in different situations. Our personality traits are often influenced by our experiences and the environment in which we were raised. Therefore, reviewing our own experiences can help us understand ourselves better. For example, were you an outgoing child or an introverted and shy child? What was your family and upbringing like? The answers to these questions may reveal something about your personality. Our personality traits are also closely linked to our values and beliefs. Understanding our own values and beliefs can help us better understand our own personality traits. For example, do you consider yourself a responsible person? Do you consider yourself a positive person? The answers to these questions can help you better understand your own personality traits. Sometimes, we don't fully understand our own personality traits because we rarely try new things. Therefore, if you want to get to know yourself better, try something new, such as attending an unfamiliar social event, trying a new hobby, or traveling to an unfamiliar place. These new experiences may give you a better understanding of your own personality traits (Yin Zeyang, 2023).

3. Track your leadership development

Use a leadership journal to record your actions and their results, and regularly summarize them to reflect what you've learned and the changes you've made. You should not only do a good job of your own work plan and time management but also learn to assign work and understand people. It's not just a shift in roles, it's a leap in mindset. At this stage, you need to understand that managing others is not simply about giving orders, but about getting the best out of your team members through effective communication and motivation. Learn to listen to them, understand their needs, and provide them with opportunities to grow. At the same time, you should also dare to face the conflicts and challenges in the team, resolve conflicts with fairness and wisdom, and gather the strength of the team. Remember, the success of a first-line manager is not how much you do individually, but how well you lead the team forward. As Peter Drucker said, "The essence of management is not to get ordinary people to do extraordinary things, but to get extraordinary people to do ordinary things." At the same time, you will also learn to allocate work more efficiently and ensure that each subordinate is getting the most out of his or her role. You should also learn to evaluate the performance of your subordinates and give them unbiased evaluation and feedback. More importantly, you should learn to reduce costs and increase efficiency, and create greater value for the department by optimizing processes and improving efficiency (Li Chunlin, 2023).

4. Recruiting and retaining the right talent

Identify who has the skills to succeed in your culture, and then recruit them accordingly. The culture will make them loyal to the task, happy to work, and beyond everyone's expectations. You must improve your interviewing and listening skills to understand the voices of college students. Once you find an area for improvement, take immediate action. A practical problem often encountered in the company's operation is that personnel mobility is too large to keep college students in the company. Without stable personnel, the company will have to pay the cost of repeatedly educating college students, and the company's business cannot be carried out stably. How to keep college students is a problem that troubles every team. By following these steps, it will be easy to keep college students here. Schools should learn to praise and affirm college students, through praise and affirmation, college students can get motivation. Many schools come to work with a straight face as if someone owes them. Such schools will certainly not be liked by college students, and if you want to retain college students, you must change the previous situation. A person with a dream will have infinite power, and the team manager should learn to inspire the dreams of college students, dig the dreams of college students, and give the dreams of college students wings to take off. Such a school can lead the spiritual life of college students, how can college students leave their jobs? The school should continue to describe the development prospects of the company to college students so that college students and the company grow together, a growing company with a great future is the most attractive. In order to retain college students, it is necessary to continuously create learning opportunities for college students, so that college students have room for progress. The learning opportunity is an opportunity that every college

student attaches great importance to. A company that is willing to give college students learning opportunities can better retain college students. Excellent, positive, and harmonious team culture can constantly gain the sense of identity of college students. The most important thing for a team to go long-term and effectively inherit is the team culture. A team without a team culture, just like a person without a soul, college students are unlikely to follow a soulless company for a long time. We need to rely on the system to retain people, rather than rely on emotions to retain people, most team members often rely on emotions to tie college students, do not know that emotions can only be maintained for a while, not for a long time, to establish a sound system, can better retain college students (Zhang Weijie, 2024).

5. Arouse the enthusiasm of college students and give full play to their abilities

Invite them to help you design your vision. Empower them to be a force for change and use culture to enrich their capabilities. Put them to work in implementing solutions to major business problems, taking charge, and being part of the solution. No matter what you do from small to big, do not look down on every little thing around you, only do the little things well, in order to do a big thing, do not overlook, when you really pay attention to the little things around you, your enthusiasm has been improved a lot. When doing things, we must pay attention not to set a lot of plans for ourselves, so it is easy to become very distressed, a lot of things, people's minds will be disrupted, then the enthusiasm will be low, so the plan should not be too much, and the planned things must be done, do not drag, dilly-dally so that our enthusiasm will be greatly mobilized. Human beings are emotional animals, many of the keys to success are that successful people are easy to control their emotions, always keep a normal heart, so that they can calm their thinking, not neglect or impatience, only can well control their emotions, in order to make your enthusiasm continue. A lot of people before doing things, think about it, afraid that their time is not enough to do it, and finally, they do nothing, in the end, blame themselves, so don't be afraid of not having enough time, do it, even if you do not do it well, but in order to do this reflects your attitude, which is experience and experience, you will not work in vain. Nothing is difficult in the world, only if you have a heart, yes, people who can succeed are eating a lot of pain to get the results they want, so we also have to learn to suffer and not always complain that it is too difficult, that is too difficult, no matter what you do, as long as you are willing to insist, willing to work hard, you will be able to see good results. If the human body is in a weak state, then what to do will be listless, and extremely low efficiency, so we have to strengthen our body, and full power for our efforts so that everything will be full of energy. Sometimes you do not feel any pressure to do things, it is likely to become the reason why you do not work hard, so the key point is that we should give ourselves pressure, to encourage ourselves to do everything well, to tell ourselves that I can do, I am not afraid, this self-fierce will eventually make our enthusiasm greatly enhanced (Li Weixin, 2023).

6. Create a work environment that encourages creativity and innovation

We should not only improve the material environment, but also care about the feelings of college students. Assess the motivation of college students as you move within your company. How do college students who work in virtual or remote offices experience their distance from their team? Implement some changes to ensure that the work environment drives and promotes goals. The ability to work efficiently is the desire of everyone in the workplace, but this is by no means a minority of people can have skills, we can change the working environment, create a constitution to adapt to high-intensity work, and the formation of efficient work mechanisms (there will be a detailed article later, please look forward to), to achieve the purpose of greatly improving work efficiency. Creating a productive work environment is about three things: reducing distractions, using effective tools, and staying organized. Turn off email and program message reminders on the computer, close various pop-up Windows, exit QQ (at least mute and close new message tips), uninstall games, shopping websites, and other programs unrelated to work, and even temporarily shut down the network. Exit WeChat, QQ, mailbox, etc., close the status bar, banner, and lock screen prompt of all programs (can be turned off in mobile phone Settings), and switch the phone to silent mode, all instant messaging messages do not need you to reply immediately, and calls can also be viewed in your work interval reply. Different jobs require different levels of focus, so make sure you have 2-4 hours of productive work each day where no one is allowed to interrupt, and the rest of the day when you can call or meet for a detailed conversation. Once you get into a productive state, write down anything that distracts you, such as temporary tasks assigned by the leader, events that require the assistance of others, ideas that come to light, new ideas, etc., to be timely recorded. At the same time, organize your office supplies, put your usual writing tools on the right-hand side (if you are not left-handed), and choose a vertical pen holder to save space and easy access; Other items should also be placed in a fixed place in the drawer. Writing down goals at different stages can keep them from being forgotten and provide constant motivation for action. It can also turn vague ideas into concrete goals. Projects, tasks, and activities are a simple organization system. A project is a collection of many tasks with a common goal that helps you plan your life for the next

few weeks or even months. Tasks are small, independent actions that include an overall to-do list (tasks without projects), weekly goals, and daily goals. An activity is something that can only be done at a specific time and can be recorded using a calendar. A network is what everyone needs, managing the contact information keeping in touch at any time, and timely promoting the relationship is particularly important, especially sales and after-sales service personnel should pay more attention. Organize business cards and all correspondence records (phone calls, emails, etc.) of each person or organization you contact, including contact name, job title, contact information, date and time, and correspondence content (Lin Quanguo, 2023).

7. Motivate and reward college students

Create and schedule and regularly reward college students to create a culture of gratitude. Evaluate and improve the way you reward college students so that you are sensitive to, and responsive to, education levels, maturity, and demographics. Identify what motivates you and your college students. Whether they need more education and training, more creative time, and cross-training opportunities to help them reduce stress, health promotion programs, and develop and improve key programs that sustain engagement and loyalty among college students (Li Zhen, 2024).

8. Improve the most important areas first

Honestly, your biggest weakness. Determine which factors are driving your progress and which are holding you back. Do you lack listening skills, hate technology, or yell at people? Recognize these weaknesses and then take action to seek help, solve problems, and improve performance, skills, and capabilities. In the current rapid development of the science and technology era, technological innovation is the core driving force for the sustainable development of the team. Our technology may be lagging behind or not advanced enough, which makes us less competitive in society. In order to improve this situation, we need to pay attention to the latest technological trends, increase investment in research and development, and introduce advanced equipment and technical personnel. In addition, the establishment of cooperative relations with universities and scientific research institutions to jointly develop new technologies is also an effective way to enhance technological innovation ability. Process optimization can improve team efficiency and reduce costs. Our existing processes may suffer from inefficiencies, waste of resources, etc. Therefore, we need to conduct a comprehensive analysis of the existing workflow, identify bottlenecks, and improve. At the same time, the introduction of information management tools, such as ERP, CRM, and other systems, to carry out digital management of the process can greatly improve the efficiency of process optimization. Team collaboration and communication are key to the efficiency of team operations. If the internal communication of the team is poor, the cooperation efficiency is low, it will directly affect the execution of the team. Therefore, we need to establish effective communication mechanisms, such as regular team meetings, the use of online collaboration tools, etc., to strengthen communication and collaboration among team members. In addition, cultivating team spirit and team culture, and improving team members' sense of belonging and responsibility are also important ways to improve team cooperation and communication. The service quality of college students is directly related to the reputation of the team. If the quality of college student service is not good, it may lead to the loss of college students. In order to improve the service quality of college students, we need to pay attention to the feedback of college students and respond to the needs and complaints of college students in a timely manner. At the same time, strengthening staff training, improving staff's service awareness and skill level is also the key to improve the service quality of college students. In addition, the introduction of advanced college student service systems and technologies, such as artificial intelligence customer service, can also improve the service efficiency and satisfaction of college students (Cai Lianyu, 2024).

9. Imagine the future

Imagine where you'll be in 10 to 20 years. What kind of leader do you want to be? Define these leadership characteristics and envision your future. Describe how you balance work and life and earn loyalty and trust. Colleges and universities should pay attention to the cultivation of students' trust when they communicate with students for the first time, and the cultivation of students' trust must run through every communication process to keep this process continuous as far as possible. If colleges and universities only occasionally try to build trust in themselves, it will be difficult for students to develop a sense of trust in you. It is far from enough to build a student relationship of mutual trust only by the lip service of colleges and universities. Some colleges and universities often say "I am very trustworthy" and other statements, but they do not consider the actual needs of students, let alone take the initiative to provide necessary services for students. If you want to win the trust of students, you must pay wholehearted attention to the needs of students, and pay practical

action for the realization of their reasonable needs. Still to apply the old saying: no pain, absolutely no gain, if you do not infect students with sincere actions in every communication process, then student trust will never be formed. Colleges and universities should not be greedy for small profits and carry out activities that are not conducive to the interests of students, which will directly lead to students' distrust of you, even if you have made students have 99% trust in you before, but only this 1% distrust will make the next communication a major reversal. A single deception or injury to a student may affect a large number of potential students around that student, and this bad effect is difficult to reverse through other means. According to the United States "car sales king" Joe? According to Girard, the average person is surrounded by 250 acquaintances, and if one student is harmed, it is likely to lose 250 potential students. Therefore, colleges and universities must carefully weigh the benefits and losses. Colleges need to earn the loyalty of students, and if a college does not have a certain number of loyal students to support it, his or her sales career will soon be unable to proceed smoothly. A marketing expert once said, "A student will walk away from an unfamiliar salesman, but not a close business partner." For those colleges and universities that can earn the enduring loyalty of students, the relationship between students and them is a close partnership. To achieve lasting student loyalty is a strong guarantee to becoming an excellent university, but it is not easy to achieve this. Although the trust of students is the premise and key to winning loyalty of students if the loyalty of students cannot be consolidated and improved in time, it is easy to fall short, and this change is especially obvious in the increasingly fierce competition in the modern business war. Therefore, colleges and universities should make every effort to continuously improve students' loyalty to themselves. When cultivating and improving students' loyalty, colleges and universities should strive to do the following: Colleges and universities should learn to understand students' needs in various ways, such as prior investigation, sincere inquiry, and later return visits. Once you find the needs of students, you need to find ways to respond effectively in the shortest possible time. The so-called "effective response" is to act on the needs of students to make them feel satisfied. The student needs mentioned here include not only the needs expressed by students in the purchase process but also some problems encountered by students after the completion of teaching. Usually, timely solutions to the problems encountered by students after the completion of teaching are more conducive to the improvement of student loyalty. If colleges and universities only show concern for the needs of students on the surface, but do not take any real action to solve the needs and difficulties encountered by students, it is impossible to win the loyalty of students. "If you are ready to start a business, you must have one noble quality that can be maintained forever, and that quality is integrity." If you start your business with quality and sincerity, you will never fail, because any reason for failure will be defeated by this quality. But once you lose that quality, or don't really treat students in the first place, it will be much harder to get back to it. The value of integrity is that once it is lost, it cannot be compensated." Universities must insist on such a view: I and students are always on the same front, if I cannot create value for students, then I will lose the meaning of students; If I am not sincere with my students, I will lose them forever. A few years ago, some domestic manufacturers put forward a concept of "people have no I have, people have my excellent", and later some people added a "people I special". Constantly explore new ways of student service, which is actually the flexible application of the above concept. With the trend of product homogenization becoming more and more obvious and the social competition becoming more and more severe, if we only rely on the function and quality of the product or the low price of the product, we can't get more students' favor at all, let alone achieve student loyalty. In the severe social environment, colleges and universities should always pay attention to the service needs of students, and then find more service ways beyond students' expectations. If you are dedicated to providing students with more considerate service than expected, and your competitors can not do this, then the loyalty of your students will naturally increase. It is not easy to do this, not only the sincerity and enthusiasm of serving students, but also the need for in-depth practice, serious investigation, and grasp of student needs information. Sell yourself as well as your product. Student relationships are stronger and more lasting when they are based on mutual trust. In order to maintain a win-win relationship with students, it is necessary to create maximum value for students while realizing their own interests. If you only consider your own interests and deceive students, you will eventually be abandoned by students. Don't just think of your relationship with your students as a teacher-student relationship but as a close partner. When you put your heart and soul into your students' consideration, they will also maintain their trust and loyalty to you. Honesty is the spirit, which is the basic principle for colleges to gain students' loyalty.

10. Conclusion

In summary, by mobilizing the motivation and full empowerment of college students, great leaders help them become innovative thinkers and key contributors, and make their leaders attractive. When leaders recognize the efforts of college students and reward their achievements, college students' loyalty and profitability will increase.

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