



Research on the Direction and Key Points of Leadership Science Research of State-owned Energy Enterprises

Hongji Qiu^{1*}

¹Party School of STATE GRID Corporation of China (STATE GRID Academy of Leadership Science)

*Corresponding author's e-mail: qhj@mi.sgcc.com.cn

Abstract. Although the state-owned energy enterprises is playing an irreplaceable role in implementing the national strategic deployment and the micro role of the market, the current research on the leadership activities of state-owned energy enterprises is still limited to the leadership of the "management" level, resulting in the continuous decline of its theoretical interpretation and practical guidance. The key premise for Party School of STATE GRID Corporation of China to build a leadership science research system is to accurately grasp the main characteristics and basic laws of the leadership science research of state-owned energy enterprises, and systematically study leadership from the perspective of "large enterprise management".

Keywords: Leadership Science, State-owned Energy Enterprises, Leadership

1 Introduction

In recent years, China's energy reform has accelerated, and the green and low-carbon transformation of energy has entered the accelerated stage. The central government has introduced a number of reform measures to promote the construction of a new power system, improve the security and stability of energy supply, drive power grid enterprises to continuously improve their corporate governance and strategic support capabilities, and also put forward more urgent new requirements for the company to optimize the management mechanism of leaders and improve the quality and ability of leaders [1]. However, at present, the academic and practical circles have not fully understood the leadership science of state-owned energy enterprises, the establishment of the leadership science research system of Party School of STATE GRID Corporation of China has made a good basis of leadership research on the "management" level, while still has to gap the core point of leadership science research of state-owned energy enterprises, to clarify the current direction, key points and tasks [2].

2 The basic theory of leadership science research of state-owned energy enterprises

In the perspective of state-owned enterprise management, basing on the mainstream views on the basic theory of leadership science at home and abroad, in different periods and in terms of Party building, the system characteristics of leadership science are increasingly showing an obvious situational, practical, and comprehensive development trend, and the core connotation and research focus are gradually becoming clear [3].

Firstly, in the context of state-owned enterprise reform policies, research perspectives such as leadership style, following ability and execution ability are gradually systematized. In terms of research level, more research shows the characteristics of integration of China and the West from the different level and focus in early research; In terms of research objects, from focusing on leadership to more standing in the perspective of leadership activities, researches are preferring on how to improve the leadership efficiency and effectiveness of the leader by improving the followership and executive power of the led and leadership style. In terms of research and application, from static analysis of the elements, types and experience induction of leadership activities to focusing on how to improve leadership skills, effectiveness of leadership activities and leadership system and mechanism, the research that combine with actual needs has increased significantly with more dimensions and wide range.

Secondly, with the deepening of the reform of state-owned assets and enterprises, the core connotation of leadership science in state-owned energy enterprises is also constantly enriched, and more research on leadership science needs to be carried out in the context of governance. On the one hand, the attribute of leadership science as a cross applied discipline or science is more and more obvious. It takes party building and leadership as the core, involving a series of fields such as party building, leadership, corporate governance, and cadre management. On the other hand, the main task of leadership science research is to focus on solving the problems of the leadership management system and mechanism of state-owned energy enterprises, promote the construction of leadership characteristics and practice models with the characteristics of state-owned energy enterprises, involving leadership decision-making, young cadres leading senior cadres and workers, digital management of state-owned energy enterprises in various situations.

Thirdly, as a key link in the modernization of state-owned enterprise governance, leadership science is the key to endow state-owned enterprise governance and management with the characteristics of the times. Focusing on promoting the unity of the Party's leadership and corporate governance, leadership science continues to release the power of the Party's leadership and the scientific leadership of enterprises. On one hand, taking "modern governance" as the development orientation, state-owned enterprise leadership system and mechanism which promotes the construction of organic integration of "two consistent" and corporate governance mechanism, fully play the advantages of the Party's leadership and enterprise leadership system; On the other hand, focusing on the actual needs of the construction of leadership system and mechanism of state-owned energy enterprises, it starts from leadership research, which

includes the Party's leadership, Party conduct and integrity, and leadership management into the core research category of leadership science, will support the vertical and efficient penetration of leadership system and mechanism in corporate governance, group management and business management, and give full play to the key role of leaders in the strategic transformation and development of enterprises.

3 The direction of leadership science research of state-owned energy enterprises

Firstly, study on the construction and optimization of China's modern enterprise management system, need to analyze the modern enterprise management system from the perspective of "large enterprise management", such as corporate governance, group management and control, which is also the perspective of "governance". On the whole, the shaping and improvement of the modern management system of state-owned enterprises in China stems from the continuous promotion of the construction of modern enterprise systems [4]. The construction of the modern enterprise system follows the basic principles of the survival and development of enterprises under the market economy system [5]. The Party Central Committee has always taken the reform of the enterprise system as an important link in promoting the reform of the market economy system, which also determines the value pursuit of China's modern enterprise management system. It is not only limited to the scientific management, high quality and efficiency, and economic value emphasized by the western enterprise management theory, but also reflects specific functional value elements such as strong and powerful leadership of the Party, standardized and complete enterprise system, scientific and effective management mechanism, and the enterprise's highlighted value elements.

Secondly, at present, after more than 30 years of management improvement, the management modernization level of state-owned enterprises has approached or reached the optimal state directed by western modern management theory. The research level needs to be closely combined with the latest goal requirements of state-owned enterprise management-governance modernization under the background of state-owned enterprise reform. Similar to the non-market behavior of enterprises that has been widely concerned by academia in the past decade, the management of state-owned enterprises has accelerated its evolution to the modern state-owned enterprise system with Chinese characteristics on the basis of the modern enterprise system. Specifically, it is necessary to explore corporate governance mechanism with statutory rights and responsibilities, transparent rights and responsibilities, coordinated operation, and effective checks and balances, innovate and build a world-class enterprise with outstanding products, outstanding brands, leading innovation, and modern governance, and establish a sound supporting leadership system and mechanism.

Thirdly, In the past, leadership science research of state-owned enterprises was limited to the single level of "management", which was an important factor leading to the continuous decline of its theoretical explanatory power and practical guidance. It is urgent to explore the level of "governance" research. The research level of leadership science in state-owned enterprises is developing towards the direction of "one en-

richment and one expansion". "One enrichment" at the level of "management" research, which should enrich the in-depth and distinctive basic theory and technology research at the institutional level, organizational level and technical level, and fully include research topics such as the Party's leadership, leadership, integrity supervision, selection and employment, and team building. "One expansion" at the research level of "governance", which should sublimate the basic theoretical research of the Party's leadership law, and focus on the integration of strengthening the Party's leadership and improving corporate governance, and focus on how state-owned enterprises innovate and adapt to build a new leadership system and mechanism under the guidance of state-owned enterprise reform and high-quality development.

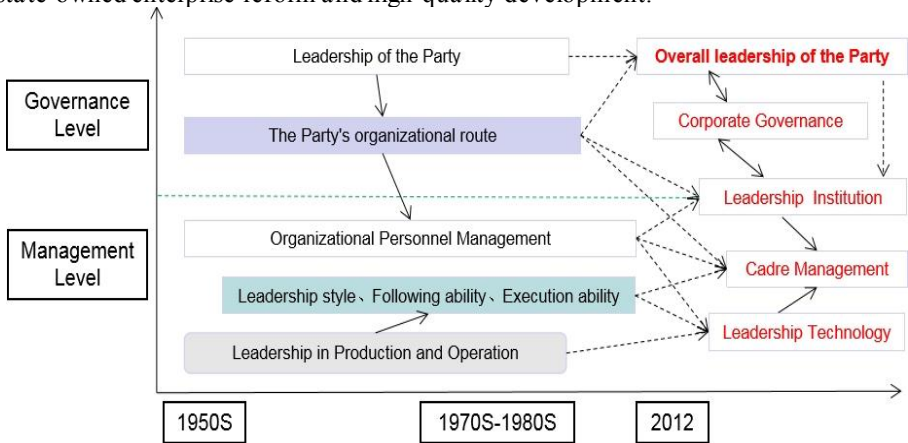


Fig. 1. The Evolutionary Trend of leadership science research of state-owned energy enterprises

4 The Key Points of leadership science research of Party School of STATE GRID

With the leadership development research center, the enterprise's party building research center, and the party conduct and clean government construction research center as the research implementation subject, and the knowledge management center as the research management and service platform, Party School of STATE GRID has launched series of studies around the core fields of the STATE GRID company's party building and strategy implementation, leadership team construction, and enterprise party conduct and clean government construction.

However comparing with the functional positioning as an important department of the Party Leadership Group of State Grid Corporation and a political school of the Party of State Grid Corporation, Party spirit education for leaders of State Grid Corporation, the "commanding height" of theoretical research on Party building, and the "intelligence pool" of decision-making of the Party Leadership Group, the system of leadership science research of Party School of STATE GRID needs to be further strengthened.

In combination with the characteristic research foundation, Party School of STATE GRID has to carry out theoretical research, policy research, and practical research as a whole, build a "2+2" development layout which follows the development path of "developing one batch, breaking through one batch, and exploring one batch" in accordance with the basic requirements of highlighting the research characteristics of "Party leadership", "state-owned enterprises" and "the State Grid", and adhere to the principle of combining demand pull with problem orientation, and paying equal attention to comprehensiveness and application.

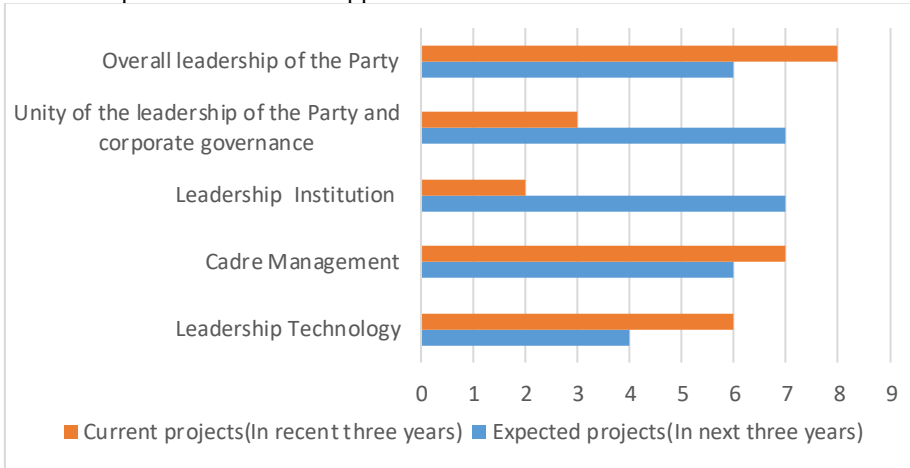


Fig. 2. Comparison between existing projects and expected projects of leading scientific research state-owned energy of Party School of STATE GRID

5 Conclusion and Enlightenment

Combining the research idea of "big party building", Party School of STATE GRID should rely on leadership to develop the research center, fully integrate the superior research force in order to form a "2+2" five-year research plan for leadership science.

Firstly, carry out two basic researches as the key research in the near future, which respectively studies the issues of the company's leadership system and mechanism construction under the Party's organizational line, and the quality and ability of leaders and the improvement of work quality and efficiency. The research task is mainly undertaken by the leadership development research center, which mainly adopts the mode of "independent research+ organizational research+ external entrustment".

Secondly, Carry out two major applied researches is the key research in the long term, which respectively study such major theoretical and practical issues as adhering to and improving the Party's leadership system, and unifying the strengthening of the Party's leadership and improving corporate governance. The research tasks are mainly led by the leadership development research center, jointly undertaken by the enterprise party building research center and the party conduct and clean government construction

research center, which mainly adopts the mode of "independent research+ project undertaking".

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