



Research on the Basic Situation and Main Problems of Education and Training in Party School of Power Grid Enterprise for Company Party Group Management Leaders

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Abstract. The energy transformation oriented towards clean and low-carbon is reshaping the modern energy system, placing profound demands on power grid enterprises to shoulder the responsibility of the power grid, serve the clean and low-carbon transformation of energy, and upgrade the ability and quality of leadership cadres. The party school of power grid enterprises urgently needs to propose new idea for the knowledge system of the company's Party Group Management Leaders based on the actual knowledge structure of Party Group Management Leaders, targeting general knowledge, professional knowledge, and cutting-edge knowledge, and optimizing the party school education and training system in a targeted manner.

Keywords: Education and Training Party Group Management Leaders Party School

1 Introduction

At present, State Grid Corporation of China (SGCC) has a shortage of "some cadres lack the spirit of responsibility and practical work, and there is a shortage of high-end and highly skilled talents in some fields." In contrast to the new requirements of reform and development, there are still gaps and deficiencies in the political literacy, knowledge reserves, and performance ability of the leadership team. The leadership training and development system, job management system, and other systems are not suitable. It is urgent to optimize and improve management strategies such as education and training, further enhance the ability of the company's party group management leaders to govern and prosper enterprises, and accelerate the implementation of the company's strategic goals and high-quality development of the "One Body, Four Wings".

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With the continuous promotion of energy transformation, traditional leadership cadres' thinking transformation must adapt to the new normal. In terms of management and professionalism, it is no longer about stronger management thinking and weaker professional thinking. Instead, it must be "both hands must be grasped, both hands must be hard". Leadership cadres must continue to establish and update a "T" type knowledge structure, build their own knowledge fields based on the transformation and development system, which makes learning to adapt to change, and even lead change.

Party Group Management Leaders are not only the key support for building a new ecological environment for social governance in power grid enterprises^[1], but also the main driving force for enterprises to improve their governance capabilities through uncertainty and risk practices^[2]. However, facing the new era and new tasks, there is still a significant gap between party group management leaders in power grid enterprises and becoming strategic support force for the enterprise^[3]. The new education and training mechanism system and strategic plan cannot meet the actual needs of Party Group Management Leaders in a timely and efficient manner^[4]. It is urgent to carry out theoretical research on key issues and comprehensively improve the social image and organizational efficiency of power grid enterprises^[5].

2 The Current Situation of Party School of Power Grid Enterprise

Party School of State Grid adheres to the principle of 'Party School surnamed Party', adheres to the establishment of a school based on quality, and prioritizes the education of Party theory and Party spirit as the primary task of teaching and training. It focuses on demand research, scientific design, orderly implementation, and post class evaluation, and constructs a high-quality Party school education and training curriculum system, effectively improving the systematic, scientific, and targeted nature of Party school training.

As shown in Table 1 and Table 2, Party School of State Grid has focused on key links, concentrated high-quality resources, and continued to promote step by step. It has gradually built two major branches, including main courses and characteristic courses. Four primary modules: basic theoretical education of the Party, party spirit education, strategic promotion and leadership enhancement. The core curriculum system framework includes a total of 1655 courses for 13 secondary topics such as Marxism Leninism.

Table 1. Main courses

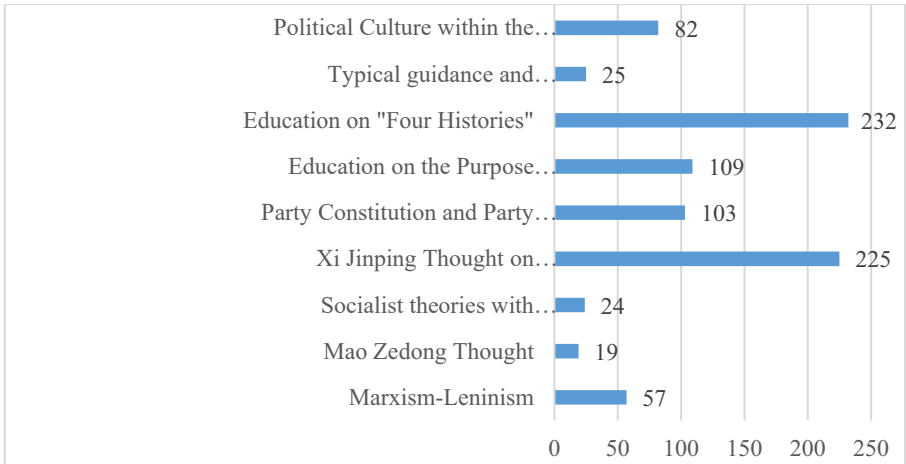
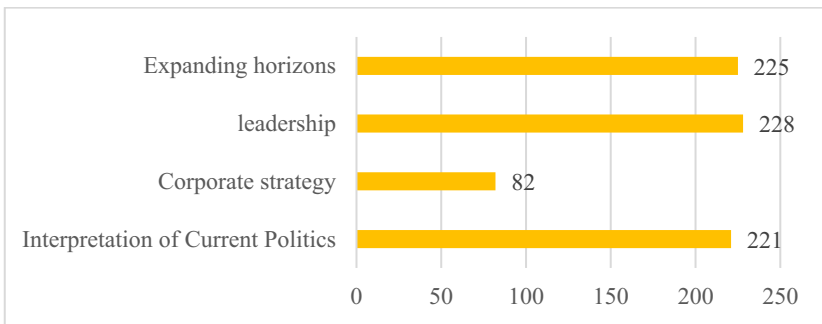


Table 2. characteristic courses

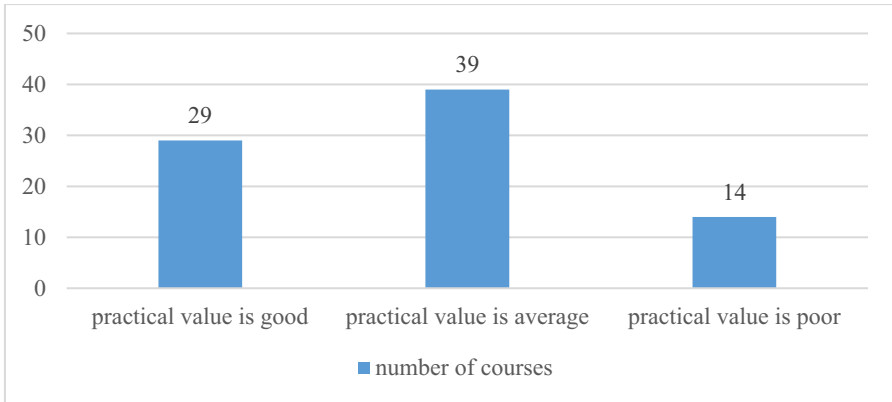


3 The Main Problems of Party School of Power Grid Enterprise

3.1 The practical value of the general knowledge curriculum system for expanding horizons urgently needs to be improved

Establishing modern enterprise management system and build a world-class enterprise, the leaders of State Grid need to focus on the coordinated development of the entire enterprise, the comprehensive improvement of efficiency and efficiency, and the dynamic grasp of environmental changes such as the power industry, international energy, and domestic and foreign macroeconomics in the context of energy transformation.

As shown in Table 3, in the course evaluation of the "Learning and Implementing the Spirit of the 20th National Congress of the Communist Party of China" centralized off job training course for party leaders, many leaders expressed their concern for applied management tools such as digital transformation, digital technology, and modern enterprise management, as well as their learning demands for related courses.

Table 3. Practical value evaluation of courses

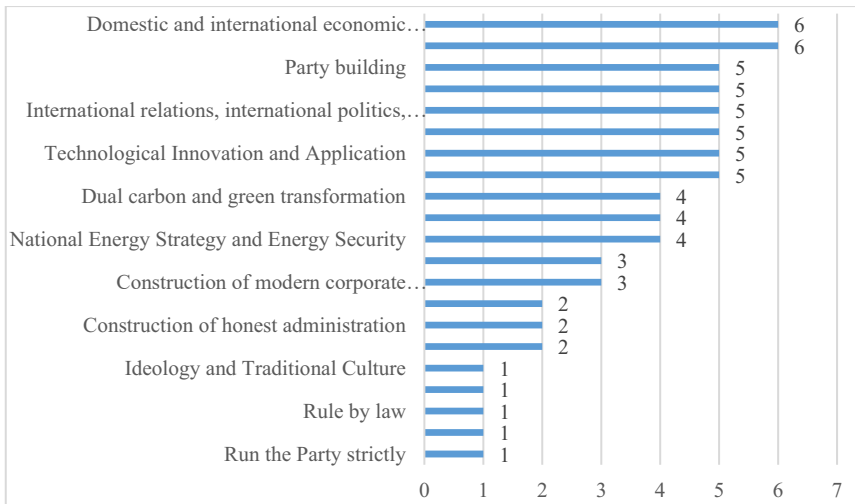
3.2 The richness and concentration of the cutting-edge knowledge curriculum system needs to be improved

Under the background of energy transformation, the environmental variability, uncertainty, and complexity of the power industry have significantly increased, which adds risks to the operation of power enterprises. In highly complex and constantly changing industry environment, if management leaders still focus on stable knowledge areas, they may lack sensitivity to the emergence of new policies, new technologies, new events, and other dynamics, thereby hindering strategic change.

When designing a cutting-edge knowledge curriculum system, full consideration should be given to the reasonable shaping of the knowledge structure of management leaders, enhancing the richness of their knowledge structure. At the same time, it is also necessary to screen cutting-edge knowledge courses, handle the integration between cutting-edge knowledge and the core knowledge of managers, as well as the integration of various cutting-edge knowledge. While improving the richness of the curriculum system, it is also necessary to consider the concentration of the curriculum system.

Taking the feedback of the "Learning and Implementing the Spirit of the 20th National Congress of the Communist Party of China" centralized off job training course for leaders of the Party Group of State Grid Corporation in 2023 as an example (shown in Table 4), in the feedback and suggestions section of course design, there are about 21 areas and key issues that students are most concerned about, involving the international political situation, domestic and foreign macroeconomic development situation, digitization, new power systems, modern enterprise systems, high-quality development theory, rule of law, the extensive knowledge areas such as talent cultivation and vocational education, dual carbon green transformation, and state-owned enterprise reform.

Table 4. Key focus areas of knowledge



3.3 The forms and means of training need to be enriched, and knowledge sharing mechanism is not sound

At present, the training forms for party group management leaders at Party School of State Grid are mainly offline centralized training and online training. Offline centralized training mainly focuses on face-to-face teaching, and the methods are more inclined towards "indoctrination" ideological and knowledge education.

Compared to traditional one-way communication where all students gather in indoor space to receive teacher lectures, teaching methods such as on-site teaching, group discussions, and discussions based on typical specific cases are relatively more interesting and effective.

To enhance the richness, excitement, and attractiveness of education and training, it is necessary to emphasize the modernization and diversification of training methods, as well as the sense of the times and rationality of training content.

For example, in the evaluation report of the "Learning and Implementing the Spirit of the 20th National Congress of the Communist Party of China" centralized off job training course for the leaders of the Party Group of State Grid Corporation in 2023, 7 students clearly expressed their suggestions to increase communication and interaction between students, and to increase the setting of discussion courses and case courses.

4 Conclusion and Enlightenment

Although Party School of State Grid has achieved certain results in curriculum system design and training service guarantee work, in the face of major changes such as energy transformation and upgrading, rapid development of the digital economy, and changes in the socio-economic situation, the overall work situation and development layout of

State Grid has undergone new changes, and higher requirements have been put forward for the knowledge structure of the company's management and leadership personnel. In the new situation, the limitations of the existing knowledge structure of party group management leaders and the continuous optimization of curriculum design and strengthening of education and training capabilities of Party School of State Grid are gradually becoming apparent.

Firstly, Party School of State Grid Company should focusing on the issues of concern and knowledge structures required by management leaders, designing more practical courses in conjunction with the development of the company's business scope. Secondly, Party School of State Grid Company should effectively integrate new edge knowledge with the original core knowledge structure, clarify the hierarchical relationship and correlation mechanism between core knowledge and edge knowledge, and enhance the curriculum design value of cutting-edge knowledge based on the knowledge demands of management leaders in the context of dynamic changes in domestic and foreign economic and political environments and the power industry environment.

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