



A Study on the Training Model of Undergraduate Student Leadership Management Capability in Higher Education Institutions

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Abstract. As the incubator and molder of future societal elites, higher education institutions shoulder the lofty mission of cultivating high-caliber, specialized talents across diverse societal domains. In the present epoch of knowledge proliferation and intense competition, leadership and management proficiency have emerged as pivotal benchmarks for assessing the overall quality of talent. Consequently, this paper centers on the cultivation model for undergraduate leadership and management competencies within higher education institutions, with the aim of delineating an efficacious and viable training trajectory that aligns with contemporary demands through an exhaustive analysis of the prevailing circumstances and challenges in personnel development. Drawing upon a comprehensive assessment of the current state of personnel training in higher education, this study zeroes in on three cornerstone components of leadership and management ability: cognitive capacity, organizational aptitude, and leadership per se. The research endeavor is geared towards furnishing both theoretical underpinning and practical directives for higher education institutions to refine their undergraduate leadership and management training paradigms. By enhancing cognitive depth, bolstering organizational acumen, and fostering leadership prowess, this endeavor seeks to nurture a cadre of versatile talents endowed with exceptional leadership and management skills, thereby propelling the incessant advancement and evolution of society.

Keywords: institutions of higher education, Undergraduate student, Leadership management capability, Culture mode

1 Introduction

With the continuous and rapid development of the society and the increasingly fierce competition, the demand structure for talents in all walks of life has changed significantly. It is no longer limited to solid professional knowledge and exquisite skills, but pays more attention to the leadership and management ability of individuals. Higher education institutions, as the key cradle of future social elites, must keep up with the pace of the development of The Times, constantly innovate and optimize the talent

training mode, especially in the cultivation of leadership and management ability[1], In order to better adapt to the urgent needs of social development and change.

Undergraduate students from higher education institutions and universities are the pillars of the country in the future and carry the important mission of promoting social progress and national development. For these students, the cultivation of leadership and management ability is not only related to the long-term development of their personal career, but also has a profound and lasting impact on the progress of the whole society and the prosperity and stability of the country[2][3]. Therefore, it is of great importance and far-reaching significance to deeply explore and continuously improve the training mode of undergraduate students in higher education institutions to comprehensively improve the comprehensive quality of students and significantly enhance their social competitiveness. By building a scientific and reasonable training mode of leadership and management ability, it can help students to stand out in their future career and become the backbone of leading social progress and promoting national development.

2 The Far-reaching Significance and Importance of Undergraduate Students Leadership and Management Ability Cultivation

(1) To adapt to the needs of the rapid social development: to deal with complex changes

In today's rapidly changing and rapidly changing social environment, it is particularly important for individuals to have good leadership and management ability in order to effectively adapt to and lead the social development. Undergraduate students, as a group that is about to enter the society and shoulder the responsibility of future construction, can face the complex and changeable social challenges more calmly through the systematic leadership and management ability cultivation, showing the outstanding adaptability and innovative spirit, so as to promote the continuous progress and development of the society.

(2) Enhance personal comprehensive quality and workplace competitiveness

The cultivation of leadership and management ability plays a significant role in the improvement of the personal comprehensive quality of undergraduate students. It not only helps to improve students' organizational and coordination skills, decision-making skills and interpersonal skills, but also stimulates their innovative thinking and team spirit. The improvement of these key abilities will lay a solid foundation for students to stand out in their future career, so that they can better adapt to and lead the development trend of various industries, and become the best in the workplace.

(3) To lead the way of organizational development and social progress

Undergraduate students with excellent leadership and management skills will be able to play a leading and leading role in their respective jobs after entering the workplace in the future. By using effective management strategies and innovative methods, they can stimulate the potential of team members, improve the overall efficiency and efficiency of the organization, and promote the realization of the organization's goals. At the same time, they can also actively devote themselves to the cause of social de-

velopment, and make positive contributions to the prosperity and progress of the society by contributing their own wisdom and strength.

3 Analysis of the Current Situation of Leadership and Management Ability Cultivation of Undergraduate Students in Higher Education Institutions

(1) The training concept lags behind, and it is difficult to meet the diversified needs of the society

In the practice of talent training in higher education colleges, some colleges still adhere to the traditional teaching concept, focusing too much on the indoctrination of professional knowledge and the cultivation of skills, but relatively neglect the cultivation of the important dimension of leadership and management ability. This lagging training concept is difficult to effectively respond to the current social demand for compound and diversified talents. With the rapid development of the society, the industry boundaries are increasingly blurred, cross-field cooperation has become the norm, and the requirements for the comprehensive quality of talents are becoming more and more strict. The lack of leadership and management ability will seriously restrict the overall development and competitiveness of students in their future career.

(2) The curriculum system is not perfect, and the leadership management education is not systematic and targeted

Looking at the current curriculum system of higher education institutions, it is not difficult to find that the curriculum related to leadership management is relatively scarce, and lack of systematic and targeted. As a result, it is difficult for students to form a complete knowledge system in the learning process of leadership and management ability, and they are unable to conduct in-depth exploration of their personal interests and career planning. In addition, the updating speed of course content often lags behind the pace of social development, making it difficult for students to effectively connect with the market demand.

(3) The teaching methods are conservative, and it is difficult to stimulate students initiative and creativity

In terms of teaching methods, some higher education institutions still rely too much on the traditional teaching teaching. This single teaching mode often ignores the subject position of students, and it is difficult to effectively stimulate their learning interest and initiative. The cultivation of leadership and management ability requires not only the teaching of theoretical knowledge, but also the learning of students through practice and growth through experience through diversified teaching methods such as case analysis, role playing and group discussion. However, the current conservative teaching methods seriously restrict the effect of leadership and management ability cultivation.

(4) Lack of teachers and lack of teachers with rich practical experience

Teachers are the key support for talent training in higher education institutions. However, in the field of leadership and management of education, some colleges and universities are faced with the dilemma of weak teachers. On the one hand, the number

of teachers with rich practical experience is insufficient, which is difficult to meet the needs of students for practical teaching; on the other hand, although some teachers have solid theoretical knowledge, they are still insufficient in combining theory with practice, and it is difficult to effectively guide students to solve practical problems. This imbalance of teaching staff seriously affects the quality and effect of leadership and management ability training.

4 The Core Principle of Constructing the Undergraduate Students Leadership and Management Ability Training Mode

In the process of constructing the training mode of undergraduate students leadership and management ability, we need to follow a series of core principles to ensure that the training program is scientific, systematic, targeted and practical, so as to comprehensively improve the leadership and management ability of students.

(1) Scientific principle: follow the law, to ensure the quality of training

Scientific principle is the basis of constructing the training mode of leadership and management ability. We must strictly follow the law of education and the law of students growth, deeply analyze the constituent elements and formation mechanism of leadership and management ability, and scientifically design the training program. Through reasonable course arrangement, teaching method selection and the construction of evaluation system, the training process is scientific and effective, and lays a solid foundation for the comprehensive improvement of students leadership and management ability.

(2) Systemic principles: To comprehensively build a complete system

The systematic principle requires that we must start from the whole, and comprehensively consider the aspects of curriculum setting, teaching method, practical link and evaluation mechanism. Through the organic integration of these elements, to form a complete and systematic training system. In this way, it can not only ensure the comprehensive and deep cultivation of leadership and management ability, but also make each link support and promote each other, and jointly promote the continuous improvement of students leadership and management ability.

(3) Targeted principle: teach students in accordance with their aptitude to meet individual needs

The principle of pertinence emphasizes that the students personality and needs should be fully considered in the training process. Each student has a different foundation, interest and development direction in terms of leadership and management ability, so we must develop personalized training programs according to the actual situation of the students. By providing a variety of course options, flexible teaching methods and personalized guidance services, to ensure that each student can get their own leadership and management ability training, to achieve personalized development[4].

(4) Practical principle: strengthen practice and enhance the ability to fit the post

The practical principle is an indispensable part of constructing the cultivation mode of leadership and management ability. Leadership and management ability is a strong

practical ability, which must be constantly tempered and improved through practice. Therefore, in the process of training, we must pay attention to the design and implementation of practical teaching links. Through simulation exercises, case analysis, project practice and other ways, we provide the students with rich practice opportunities, so that they can learn and grow in practice, so as to effectively improve the students practical ability and lay a solid foundation for their future leadership and management positions.

5 Construction Strategy of Leading and Management Ability Training Mode for Undergraduate Students

In order to comprehensively improve the leadership and management ability of undergraduate students, we need to build a systematic and scientific training mode from multiple dimensions, such as curriculum setting, teaching methods, practical training and evaluation mechanism.

(1) Optimize the curriculum, lay a solid foundation and improve professional skills

In terms of curriculum, we need to pay attention to the organic combination of theory and practice, to ensure that students can not only master a solid theoretical foundation, but also have excellent professional skills. First of all, basic theoretical courses such as principles of management and organizational behavior are offered to build a framework system of leadership management knowledge for students and lay a solid theoretical foundation. Secondly, professional skills courses such as leadership development and team management should be added to help students master the core skills of leadership management and improve their operation ability in practice through systematic teaching. Finally, the integration of practical application courses, such as case analysis, simulation exercises and other teaching methods, closely combines theoretical knowledge with practical application, to enhance students practical ability, so that they can better apply what they have learned to practical work.

(2) Innovate teaching methods, stimulate potential and enhance ability

The innovation of teaching methods is the key to cultivate the students leadership and management ability. We need to abandon the traditional single teaching mode and adopt a variety of teaching methods to stimulate students interest and potential in learning. Situation simulation teaching is an effective way to use simulation technology to build a realistic leadership management situation, so that students can role-play and make decision-making in the simulation environment, so as to exercise their ability to deal with complex situations. At the same time, group discussion and case teaching are also indispensable teaching methods. Through group discussion and case analysis, students can be stimulated to think, and cultivate their ability to analyze and solve problems. In addition, we should also make full use of information teaching methods, such as online learning platform and virtual reality technology, to enrich teaching resources, improve teaching effects, and provide students with more convenient and efficient learning channels.

(3) Strengthen practice exercise, enhance the ability to adapt to the society and innovation consciousness

Practice is the only criterion to test the truth, and also an effective way to improve the leadership and management ability. We need to organize students to participate in a variety of social practice and internship activities, so that they can exercise their leadership and management ability in a real working environment and accumulate practical experience. At the same time, students are encouraged to participate in the management and operation of the simulation project, and improve their practical operation ability and project management ability through the implementation process of the simulation project. In addition, the innovation and entrepreneurship competition is also an important way to cultivate students innovative awareness and teamwork ability[5] By participating in the competition, students can exercise their innovative thinking and teamwork ability in practice, and lay a solid foundation for the future leadership and management positions.

(4) Improve the evaluation mechanism to ensure the training quality and effect

The improvement of the evaluation mechanism is an important link to ensure the training quality. We need to establish a diversified evaluation index system, from the theoretical knowledge, practical ability, comprehensive quality and other aspects of the students comprehensive evaluation, to ensure the comprehensiveness and accuracy of the evaluation. At the same time, the introduction of external evaluation is also an effective way to improve the objectivity and accuracy of the evaluation. By inviting enterprises and social organizations to participate in the evaluation process, the actual level and ability of students can be more objectively reflected. Through constantly improving the evaluation mechanism, we can find out the problems and deficiencies in time and provide strong support for the continuous optimization of the cultivation mode.

6 Implementation of Guarantee Strategy: to Comprehensively Improve the Quality of Leadership and Management Ability Training

In order to ensure the smooth implementation and efficient operation of the training mode of undergraduate leadership and management ability, we need to formulate and implement a series of feasible guarantee strategies from the aspects of the construction of teaching staff, the improvement of teaching facilities and the construction of campus cultural atmosphere.

(1) Strengthen the construction of teachers, improve the teaching level and practical ability

The construction of teachers is the key to improve the quality of leadership and management ability. First of all, we should regularly organize teachers to participate in training and learning activities related to leadership management education. Through systematic learning, we can help teachers update their educational ideas, master advanced teaching methods, and improve their teaching level and practical ability. At the same time, teachers are encouraged to actively participate in academic research and practical projects, constantly accumulate practical experience, and inject more fresh content into classroom teaching[6]. In addition, we also need to actively introduce

external experts with rich practical experience, invite them to give lectures or serve as part-time teachers, to provide students with quality teaching resources and practical guidance, broaden students horizons, and improve their comprehensive quality.

(2) Improve the teaching facilities and provide a superior learning and practice environment

Teaching facilities are an important basis to ensure the teaching quality. In order to improve the effect of leadership and management ability training, we should invest funds in the construction of practical teaching bases and laboratories, to provide students with places and equipment for practical operation. These bases and laboratories should be equipped with advanced facilities and equipment to simulate real work scenarios, allow students to practice in a simulated environment, and exercise their leadership and management skills. At the same time, we also need to actively introduce virtual reality technology, big data analysis tools and other advanced teaching equipment, and use these technologies to enrich the teaching content, improve the teaching effect, and stimulate students interest in learning. Through these measures, we will create a superior learning and practice environment for the students to help them comprehensively improve their leadership and management ability.

(3) Create a positive campus cultural atmosphere to stimulate the students leadership potential

Campus cultural atmosphere has a subtle influence on the growth and development of students. In order to stimulate students leadership potential, we should actively create a positive campus cultural atmosphere. First of all, the leadership lectures and forums are held regularly, and the well-known entrepreneurs and scholars are invited to share their experiences and insights, so as to provide valuable inspiration and reference for the students. These lectures and forums can not only broaden students horizons, but also stimulate their thinking and enhance their leadership awareness. Secondly, we will cooperate with well-known enterprises to carry out leadership training programs to provide students with more learning opportunities and practice platforms. Through these programs, students can personally experience the practical process of leadership management, accumulate practical experience, and improve their leadership skills. At the same time, these collaborations can also strengthen the connection between schools and enterprises, and lay a solid foundation for students future career development[7].

7 Conclusion

Institutions of higher education assume a decisive responsibility in cultivating the leadership and management ability of undergraduate students. This training process is not accomplished overnight, but requires many coordinated efforts and close cooperation of the system engineering. In order to effectively improve the students leadership and management ability, we must start with the comprehensive optimization and innovation from the curriculum setting, teaching methods, practical training and evaluation mechanism.

In terms of curriculum setting, we should pay attention to the deep integration of theory and practice, and build a scientific and reasonable curriculum system. By of-

fering courses covering management science, leadership science, organizational behavior science and other core contents, we will lay a solid theoretical foundation for students. At the same time, combined with the development of The Times and the needs of the industry, we will add forward-looking and practical professional courses, such as leadership development, team management, crisis management, etc., in order to comprehensively improve the students professional quality and practical ability.

Innovation in teaching methods is also crucial. We should abandon the traditional cramming teaching mode, and actively explore and practice the diversified teaching methods such as situation simulation, case analysis and group discussion. These novel teaching methods can not only stimulate students interest in learning, but also cultivate their critical thinking, teamwork and problem solving skills, so as to improve their leadership and management ability in a subtle way.

Practice exercise is the touchstone to test the students leadership and management ability. Higher education institutions should actively build practice platforms to provide students with rich and diverse practice opportunities. Through the organization of social practice, enterprise practice, simulation project management and other activities, students can exercise leadership and management skills in real situations and accumulate valuable experience. At the same time, students are encouraged to participate in social practice activities such as innovation and entrepreneurship competition and volunteer service to cultivate their sense of innovation and social responsibility.

Perfecting the evaluation mechanism is the key link to ensure the cultivation quality. We should establish a diversified and comprehensive evaluation system to comprehensively evaluate the students from the theoretical knowledge, practical ability, comprehensive quality and other dimensions. The objectivity and accuracy of the evaluation are ensured by introducing self-evaluation, peer evaluation, teacher evaluation and enterprise evaluation. At the same time, the training program should be adjusted in time according to the evaluation results, in order to achieve personalized and accurate teaching guidance.

Looking into the future, with the continuous development of the society and the increasingly diversified needs, higher education institutions will face more challenges and opportunities in cultivating the leadership and management ability of undergraduate students. Therefore, we should continue to maintain a keen insight, keep up with the pace of The Times, and constantly explore and improve the training mode of leadership and management ability. By strengthening the construction of teaching staff, deepening school-enterprise cooperation, promoting education and teaching reform and other measures, we will provide more compound talents with excellent leadership and management ability and can adapt to the future challenges for the society.

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