

The Key Elements Guiding and Cultivating College Students' Leadership

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Abstract. Based on the background that contemporary American college students have fewer clear perceptions of leadership, this article elaborates how professors can improve college students' leadership. This article retrospectively proves that professors can improve the leadership of college students by improving students' communication skills, teaching students to learn from experience, developing students' professional skills, and developing students' sense of democracy. Although the authors have obtained positive results from theoretical studies, the authors believe that the results obtained are still not convincing due to insufficient experimental data. The author believes that through more follow-up experiments in the later stage, more scientific and rigorous experimental data can be obtained, which will definitely make the research in this paper more convincing.

Keywords: Literature Review; College Student Leadership; Education.

1. Introduction

The Key Elements of Guiding and Cultivating College Students' Leadership

As development enters the 21st century, changes are underway. In addition to developing individual leaders, leadership development programs in large organizations increasingly focus on fostering shared values and vision among those in leadership roles and accelerating major strategic change [1]. The importance of leadership development cannot be overemphasized.

Previous leadership research has focused on areas such as leadership development efforts that respond to access lower levels of the organization and connect people across the organization to meet challenges [2]. Leadership development programs that ignore context are absolutely undesirable. Leadership development focuses on changing behaviors, and the field is leader-centric and ignores power shifts in society that elevate the role of followers. That's why democracy is particularly important. Organizations mainly evaluate leadership effectiveness through personal ability or job performance. It can be seen that leadership is closely related to the organization. Senior managers do not make necessary changes to organizational systems to support personal change. In sum, most leadership development is considered too narrow to have the kind of impact that organizations and societies demand. Therefore, it is necessary to choose the right method for the cultivation of college students' leadership. So now new research methods are being explored to properly develop student leadership.

In the process of cultivating the leadership of college students, an important problem is that leadership is a very abstract term, and it is difficult for students to clearly realize how to clearly and specifically understand and learn the specific meaning and method of leadership. Especially for college students, they are immediately faced with After graduation, they are faced with going to society and going to work, so it is crucial to understand the elements of leadership and how to develop and guide them. [2] And improving students' leadership has many benefits not only for themselves and for the school. It can be said that there are many benefits to students' future employers, and even our future leaders. Although college students already understand the meaning of leadership under the American education system, they do not know how to put what has been learned into practice. Therefore, how to cultivate and guide college students' leadership and apply it to real life is the most important thing. To help students have a deeper understanding of leadership and the key elements of cultivating and guiding students to improve leadership, in order to enable them to better thriving in

their studies or future careers. Therefore, it is of great significance to have the correct guidance for students' leadership in the university stage.

The purpose of this paper is to demonstrate the importance and practice of leadership training for college students. The theme is mainly aimed at teaching how to properly guide its leadership in the context of American education. This article explores the importance of correctly guiding leadership to students. This article will demonstrate how to correctly guide college students' leadership from four directions: 1. Enhance college students' communication skills to cultivate their leadership. 2. Teach college students to learn from failure. Experience to cultivate their leadership. 3 to enhance the professional ability of college students to improve their leadership and 4 to strengthen the democratic awareness of college students to cultivate their leadership. Because these directions are important factors in the development of leadership. Demonstrate the importance of these methods for improving the leadership of college students. The purpose of this article is to enable college students to have a deeper understanding of leadership.

2. Key elements of developing leadership

2.1 Enhance the communication skills of college students to develop their leadership skills

Ability to communicate is very important in human-to-human communication. In our actual work, both the communication with colleagues and the communication with leaders are very common in our work. College students in today's society do not know much about leadership, so when professors guide them to leadership, they should cultivate the communication skills of college students. Being good at communication and good language will enable people to quickly open up the situation at work, win a relaxed development space, and master the correct communication method, which can not only improve our work efficiency, but also follow up the relationship with others. It is imperative to a person's communication skills are poor, society often makes people feel difficult and have a strong sense of frustration. In real life, there are more or less communication barriers. It is imperative to we give up communication, then it is difficult for us to achieve something. Communication is a leadership ability and also a leadership art. Effective communication is the key to successful leadership. In modern leadership activities, communication generally plays an important role. Leadership communication is the process of transmitting and understanding important information needed to drive leadership work. The main purpose of leadership communication is to build trust between leaders and members of the organization. However, there are often various obstacles in leadership communication. Leaders need to communicate effectively in order to better lead the team. Good communication by leaders is of great significance to the management and operation of an organization, so for leaders, communication skills are even more important [3].

It is imperative to you want to develop good communication skills, the analysis of communication barriers is also an indispensable part. There are various interference factors in the process of communication, and these factors may lead to the failure of normal communication. Learn to analyze these. Interfering factors we can master better communication. Because people's life background, experience, social status and identity, education level, training level, and understanding of language and words are different, they will cause different cognitive impairments. It further affects that we may have different understandings of the same thing. Therefore, in the communication of leaders, we may have cognitive barriers, status barriers, and language barriers [4] Understanding these obstacles can make our communication smoother. In addition to these verbal communication skills, it is also helpful to master some non-verbal communication skills. For example, smiling has great charm in communication. In the United States, the Ohio company once had a production slump and was on the verge of bankruptcy. The company sent Daniel as the general manager, and the company quickly. Can't be changed. Face Daniel's method is very simple, it just sticks a slogan at the factory. It is imperative to you see a person not smiling, please share your smile with him, Annie also changed the factory emblem to a smile. Usually Daniel treats too. The workers also greeted them with spring breeze on their faces. Under such smiling management, the factory did not increase any investment

after three years. Efficiency has increased by 80%. The United States calls this method; the Ohio Smile. It can be seen that non-verbal communication skills as a leader have also played a big role [5].

Through the above analysis, the author believes that it is of great help to enhance the leadership of college students by strengthening their communication skills when the professors are cultivating their leadership.

2.2 Teach college students to learn from failure to develop their leadership

Everyone can fail. Failure is not terrible. And isn't it a way for us to learn from our failures to make corrections? The success of many successful people learns from experience. Very common. It can be seen that learning from experience is an important part of the road to success. And as a leader, you also need to master this skill. As a leader, you should be good at summarizing experience and absorbing nutrition widely. There is an old saying in China: No gold is pure; no man is perfect. It is said that everyone is not perfect, everyone can learn from experience to improve themselves. Leaders often reflect on their own jobs, which is conducive to improving their leadership level. Absorb a lot of leadership experience in contemporary society and sum up historical leadership experience.

Experience is divided into successful experience and failure experience. Absorbing successful experience is conducive to improving one's own ability: summarizing the experience of failure can accumulate profound lessons to alert oneself. So, leaders must not only absorb positive experiences but also negative experiences [6].

Learning from experience can not only learn from one's own experience, but also from the experience of others. To put it another way, success is turning the lessons of others into your own experience. There is an old Chinese saying that if three people walk, there must be my teacher. It is to tell us to be good at gaining experience from others, instead of going all the way again. Fill your own brain with the experiences of others. Carefully observe that in our lives, there are many advantages that can be drawn from the people around us. It is imperative to we can find the advantages from them and learn from them humbly, then we will become better and better. So, the minds of successful people lie in their ability to be kind and sum up the experiences of others. As a leader, if you want to lead the team to success and make some achievements, you should learn how to absorb the experience that is beneficial to yourself [7].

Through the above analysis, the author believes that teaching students to learn lessons from their experiences is of great help for professors to improve their leadership. And learning from experience can also reduce the number of mistakes we make on the same mistakes, and can also improve our work efficiency a lot.

2.3 Improve the professional ability of college students to improve their leadership

Professional competence is a very important competence for every industry. As a leader, he has the professional ability that matches his position, so that he can be recognized by the employees. If it is imperative to you have strong professional ability, you can not only lead employees to explore and discover, but also make communication more efficient, because you can understand the core content that others want to express more quickly, thus improving work efficiency and thus improving work efficiency. leadership. Leaders with strong professional ability can also serve as a strong backing for the work of the entire team. Therefore, professional ability has a great influence on leadership. Therefore, the author believes that people with stronger professional ability are more suitable for leading teams. The professional quality ability of college students refers to the ability of college students to comprehensively use professional knowledge to carry out extended practice beyond classroom teaching. Improving the professional quality of college students can better enable them to apply the knowledge learned in the school classroom to their extracurricular real work. Cultivate the professional quality and ability of college students. First of all, their awareness should be increased. From the perspective of modern education, the cultivation of students is not only in the classroom, outside the classroom. The environment is also very important, because we cannot always be in the classroom, can apply the knowledge in the classroom to real work, only then can we truly apply what

we have learned. Therefore, the cultivation of college students' professional quality and ability should not be limited to classroom teaching. We should create an environment that is more conducive to the growth of talents and adjust their training mode, which is more conducive to greater improvement of their professional quality and ability. Secondly, the training of professional quality and ability of college students should also be strengthened. Guide college students to participate in relevant activities inside and outside the school to strengthen professional knowledge and learn to use innovative knowledge. Professors should also give scientific guidance to college students. Make it understand the society as soon as possible, understand the nature and goals of the profession, and have achieved the effect of applying what they have learned [8].

Through the above analysis, the author believes that having professional ability can be more trusted by others in the workplace. Therefore, professors cultivate and improve the professional ability of college students, which can make them stand out in the work environment, and thus be more trusted by colleagues to improve their leadership.

2.4 Strengthen the democratic awareness of college students to improve their leadership

Everyone is an independent individual. They often have different views on the same things. As a leader, maximizing the strengths of each employee will help the team achieve greater gains. It is imperative to you are a leader who lacks democratic awareness, likes to act arbitrarily, has poor business ability, and is incompetent in management, you will pretend to be an expert and want to show yourself everywhere. It is imperative to things go on like this, it is not only easy to reduce the enthusiasm of employees, but also easy to form the C-position self-consciousness of an assertive leader. It is very disadvantageous for the leadership team, and it is easy to make the leader conceited [9]. For better leadership teams with democratic awareness. Democratic leadership involves encouraging the participation of subordinates and relying primarily on their individual expertise and influence to influence subordinates. From the perspective of management, it means that such a leader achieves the goals of the organization by decomposing the power of the management system and further stimulating the needs of subordinates. It not only reduces the pressure on leaders, but also maximizes the strengths of each employee, so the benefits to the organization are also obvious. By motivating the needs of subordinates, the knowledge required for organizational development, especially the tacit or tacit knowledge, can be fully accumulated and evolved, and the ability structure of employees will also be improved. Therefore, it is necessary for leaders to have a sense of democracy in order to better lead the team to success [10]. Cultivating a sense of democracy

(1) You should learn to listen to the opinions of others, everyone wants their opinions to be valued. Value the opinions of employees. It can make staff morale higher, work atmosphere more relaxed, and improve team work efficiency.

(2) Should learn to empathize. Leaders put themselves in the shoes of employees, which makes the relationship between leaders and employees more intimate, reduces conflicts, and promotes mutual understanding between teams.

(3) Communication between teams should be strengthened. Leaders' decisions are not necessarily correct for every decision, and strengthen communication between teams. It not only gives employees the opportunity to express their opinions, but also reduces the error rate of decision-making.

A dictatorial leadership will not convince team members, democracy can maximize the strengths of everyone's opinion. Therefore, it is necessary to encourage the cultivation of students' democratic consciousness. Through the above analysis, the author believes that professors can enhance the democratic consciousness of college students and improve their leadership ability.

3. Conclusion

Through the above research, we can find that in cultivating college students' leadership, professors can guide students to improve students' communication skills, teach students to learn from failures, improve students' professional ability and strengthen students' democratic awareness, which can

achieve good results. Therefore, the author believes that if professors cultivate more in these areas, they can better improve the leadership of college students.

Many related scholars have provided us with a lot of theoretical frameworks, research perspectives and methodological guidance, but there are still gaps in the experimental data for cultivating college students' leadership. For example, we have more case studies in this area. Scholars who participated in the research of this project mostly recorded in words, and there was not too much experimental data, which can prove that these aspects are really helpful for professors to cultivate the leadership of college students. We only have theoretical support. The author believes that these influence items should be distinguished and tracked to obtain more scientific experimental results.

Secondly, from the perspective of the impact of college students' leadership, this article focuses more on describing the individual, social, and national factors. For families, there is less discussion. The author believes that the leadership of college students should not only affect individuals, the influence of society and the state on the family also has a certain proportion, and research should also be carried out on this aspect.

Third, from the perspective of the research object, the author focuses more on the research on ordinary students and ignores some students who are relatively more capable. There should be different guidance methods for different students. This paper focuses on the guidance methods for students, and does not distinguish Different students make teaching research more diverse.

For the research on the leadership of college students, senior scholars have put forward a lot of experience introductions for us, which are very helpful for the author to complete this article. However, the author believes that a more scientific and effective research on the leadership of college students should be carried out under a variety of experimental data. Therefore, in the future, we hope that we can conduct more experiments in the cultivation of college students' leadership, and obtain more scientific data to make our research more convincing.

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