

Focus on the "Key Minority" to Deepen Reform Comprehensively in China

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Abstract

At present, China has gone through a long journey of reform and opening-up and gone through untold hardships. However, to realize the great rejuvenation of the Chinese nation remains a long and arduous task, and the people of all ethnic groups in China face even more arduous tasks and challenges. As a key minority, leading cadres should play a leading role in comprehensively deepening reform and development in China. It is necessary to clarify the significance of leading cadres in comprehensively deepening reform and the main problems existing in the current leading cadres so as to strengthen the team building and make it a strong guarantee for comprehensively deepening reform and realizing the dream of the great rejuvenation of the Chinese nation.

Keywords

Leading Cadres; The Backbone; Ability and Political Integrity.

1. Introduction

I will live up to the people without myself. In a conversation with President Fico of the Italian Chamber of Deputies, General Secretary Xi Jinping said that as The President of China, he has heavy responsibilities and difficult tasks. However, he is willing to contribute to the happiness of the people and the rejuvenation of the Chinese nation. This is not only what General Secretary Xi Jinping requires of himself, but also what every leading cadre should pursue. In the face of profound changes unseen in a century, it is only through comprehensively deepening reform that we can forge ahead. In the face of innovative changes in the reform and development of the Party and the country as a whole, leading officials, as the key minority, should give full play to the goose effect, cherish the world, be loyal to the people, have the courage to take on responsibilities, and be willing to make contributions. We will contribute to building a strong socialist country in all respects, securing victory for socialism with Chinese characteristics for a new era, and realizing the dream of national rejuvenation.

2. The Significance of Leading Cadres in Comprehensively Deepening Reform

2.1. Leading Cadres are the Implementers and Promoters of State Policies

Since the 18th CPC National Congress, the CPC Central Committee with Comrade Xi Jinping as the core has formulated a series of policies to promote China's political and economic development, in order to protect the rights of the people to the greatest extent. But if these policies just stay on the surface, cannot fall to the ground, then no matter how good the policy can only also only in the mirror, just like drawing a cake to satisfy hunger empty joy. It is difficult for the people to benefit from the policy effect.

Xi Jinping, general Secretary of the Communist Party of China (CPC), has pointed out that leading cadres are the "key minority" if all our work is to produce results and policies are to be implemented locally. Officials are the implementers and promoters of the policies of the Party

and the state, and their promotion determines the development of a region or even a country. They play an irreplaceable role in implementing the policies, systems, lines and principles of the Party and the state. If the leading cadres lack of faith, insufficient capacity will inevitably lead to policy does not fall to the ground, the system cannot push the phenomenon. Therefore, it is necessary to build a cadre of leaders who adhere to the party's leadership, defend the Party's line and resolutely carry out the Party's decisions.

2.2. Leading Cadres are Pacesetters and Pioneers in Deepening Reform

Ba Jin once said aggressive will be indispensable, if no one dares to take the lead in rushing forward, we all watch the mood, market, do nothing, then there will never be a new atmosphere and a new situation. At present, China has completed the building of a moderately prosperous society in all respects and embarked on a new journey. Party leadership is the key to building a great modern socialist country. Therefore, we must continue to strengthen the building of leading officials, give full play to the exemplary role of leading officials, and mobilize the people of all ethnic groups in China to roll up their sleeves and work hard together.

As the pioneer of promote the development of leader, in front of all kinds of "shoals" and "crack", the leading cadre personally stresses, take the lead to do not only, also involved ZuiXian, chewing the hard bone of the beach, do personally deployed, in detail, by coordination and supervision, to ensure that all policies system takes root, dividend benefit people in a country's development. This is not only the attitude of leading cadres' due diligence, but also their courage to take on, but also a call to lead by example.

2.3. Leading Cadres are the Coordinators and Servers of the Relationship between Cadres and the Masses

The political place, in accordance with the people; The abolition of government is against the people. The will of the people is the fundamental factor for the strength of a political party. Only when the Party has always been closely connected with the people, shared a common destiny and relied on the people to push forward history can it be as firm as a rock and impregnable as a rock. General Secretary Xi Jinping has stressed many times that serving the people wholeheartedly is the fundamental starting point and goal of all our Party's actions, and the fundamental mark that distinguishes the Party from all other political parties [1].

As China enters a new stage of development, new situations, new problems and new challenges keep emerging. However, the Party's principle of serving the people, its need to serve the people, and its line of understanding, trusting, maintaining ties with, and relying on the people remain unchanged. Officials always serve the people. They must maintain close ties with the people and build harmonious relations between the cadres and the masses. This is an important guarantee for deepening reform and better serving the people, enterprises, and the overall situation.

3. The Main Problems Existing in Current Leading Cadres

3.1. "Mental Calcium Deficiency" in the Construction of Leading Cadres

Throughout China's five-thousand-year history, there have been countless capable men and women with ideals. They have set up firm aspirations and become the backbone of the Chinese nation by setting up hearts for heaven and earth, setting up lives for the people, setting up studies for the past saints and opening peace for all ages. Xi has repeatedly stressed that leading Party members should be firm in their ideals and convictions. The decline of a political party begins with the lack of wavering faith in the project. Without lofty ideals, it is not a qualified leading cadre; Leave the real work and talk about lofty ideals, is not a qualified leading cadre. For example, a number of unjust, false and erroneous cases, such as the Huugiltu case, Nie

Shubin case, Zhao Zuohai case, and a number of corruption cases involving Wang Xiaoguang, Feng Xinzhu, He Feifei and other leading cadres, were rooted in their wavering ideals and beliefs. With the continuous development of China, deepening the reform in an all-round way, the party and the state have put forward higher requirements for leading cadres, and the masses have higher expectations for leading cadres. But existing in current leading cadre ideological education time, learning level is not high, to cope with new problems situation, lack of innovative thinking, spirit is dispirited, problems such as lack of ideal faith shaken will inevitably affect the purity of the party, sophistication, reduce the party's ruling ability, increase the corruption phenomenon. All this will inevitably affect China's efforts to comprehensively deepen reform and the rise and rejuvenation of the Chinese nation. Therefore, it is imperative to build a leading cadre team with iron general belief and iron general belief.

3.2. "Fear of Competence" among Leading Cadres

General Secretary Xi Jinping has repeatedly stressed the need to continue to adhere to the Bottom-line thinking, enhance the awareness of potential dangers, do not avoid problems, do not avoid contradictions, pay attention to prevention, prepare from the worst, strive for good results, be prepared to prevent trouble, nip in the bud. At the same time, we should be more mindful of potential dangers, better able to defuse risks and improve risk prevention mechanisms. At present, China is facing a variety of risks from both domestic and international sources, as well as those left over from history. We must remain highly vigilant and improve response mechanisms. To advance the work of the Party and the country, we should not only fight a war of preparation to prevent and resist risks, but also fight a war of strategic initiative to turn danger into safety. As the saying goes: Prepare, for the country.

Many leading cadres worry about making troubles or going wrong in their work, so they become stuck in a rut and turn a blind eye to problems. They dare not or cannot do it, or they have ideas and are full of energy, but they do not know where the bottom line and risks are, and act hastily. For example, the Nov. 4 Carbon 9 leakage accident in Quanzhou Harbor, the July 23 Yongzhou-Wenzhou railway accident, and the Sinopec East Yellow Oil pipeline leakage and explosion in Qingdao all reflect the problems of some officials who are late in seeing things, slow in responding, and lack of Bottom-line thinking.

3.3. "Lack of Thinking" among Leading Cadres

General Secretary Xi Jinping has repeatedly emphasized the need to continue to stick to Bottom-line thinking, increase awareness of concerns, avoid problems, avoid contradictions, take precautions, prepare for bad things, strive for good results, and be prepared for problems before they happen. At the same time, we will enhance our awareness of distress, improve risk resolution capabilities, and improve risk prevention mechanisms. At present, the risks faced by our country are diversified, both international and domestic, as well as historical legacy. We must maintain a high degree of vigilance and improve the response mechanism. We must be highly vigilant about the "black swan" incident and prevent the "gray rhino" incident [2]. Promoting the work of the party and the country is inseparable from Bottom-line thinking. Youdao is: Be prepared for the hesitation, and be the country's standing way.

Many leading cadres worry about stabs and problems in their work, so they stick to the rules, trembling, turning a blind eye to the problem, dare not to do, can't do it, or have ideas and have a strong spirit, but don't know where the bottom line and risks are, and act rashly. Such as the 11.4 Quanguang Carbon Nine Leakage accident, the July 23 Yong-Wenzhou railway accident, the leakage and explosion of the Qingdao Sinopec Donghuang Oil Pipeline, etc., all reflect that some cadres are late, slow to respond, and lack bottom line thinking, problem.

3.4. "System Absence" among Leading Cadres

To ensure the healthy growth of a country, institutional construction is essential. From the humble beginnings in Shanghai, to the spark of fire in Jinggangshan, to Yan 'an and Xibaipo, to the founding of the People's Republic of China in Beijing, we have relied on rules and the unified will and action of the whole Party to make every leap forward. It can be said that the Party, after more than 90 years of arduous struggle, has achieved today's glory thanks to abiding by the rules [3]. The most important reason for the existence of the four major crisis problems of leading cadres is that the implementation of strict party governance is not in place, the system is not perfect, and the management of leading cadres is too loose.

We will improve relevant systems and policies for the construction of leading cadres, and form a complete, scientific, standardized and effective system. With China's comprehensive deepening of reform, leading cadres face more complex "four tests", "four dangers" more severe, improve the system of leading cadres' construction not only provides a guarantee for the courage of cadres, but also helps prevent the recurrence of old cadre problems, new problems. At the same time, through the improvement of incentive mechanism and fault tolerance and correction mechanism construction, the largest degree of mobilization of the majority of cadres to promote the comprehensive deepening of reform enthusiasm, create a want to do can do atmosphere, so as to better promote the development of China's reform and opening up, so as to achieve the great rejuvenation of the Chinese nation.

3.5. "The Foundation Lacks Fertilizer" among Leading Cadres

A good relationship between the cadres and the masses is the basis for cadres to carry out their work. "With the hearts of the people as our heart", we must adhere to the determination to serve the people and always represent their interests, to form a good relationship between the cadres and the masses. The key lies in how cadres contact the masses and go deep into them. General Secretary Xi Jinping also mentioned in his book "Zhijiang Xinyu" that cadres should focus on the welfare of the people, rather than focusing on personal promotion and profits. Leading cadres should maintain a correct attitude, work actively, communicate with the masses actively, and worry about what the people suffer.

It must be noted that the phenomenon of leading cadres being divorced from the masses exists in large numbers. The most vivid description of the relationship between cadres and masses is "oil-water relationship" and "stone-water relationship". Although cadres go deep into the grassroots and enter among the masses, they just go through the motions, putting on AIRS, thinking nothing of the same with the masses, saying nothing of the same with the masses, and doing nothing in the hearts of the masses. Some cadres complain that they are overqualified and have little room for development. But a cadre, no matter what position he holds, can accomplish great things if he cares about the masses. Therefore, the thickness of the cadre mass base determines whether the cadre work can be carried out effectively.

4. How to Strengthen the Construction of Leading Cadres

4.1. Strengthen Ideals and Convictions and Raise Political Standing

Communist party members, especially their leading cadres, should firmly believe in and faithfully practice the great ideal of communism and the common ideal of socialism with Chinese characteristics. We must not only firmly adhere to the path of socialism with Chinese characteristics, but also bear in mind the lofty ideal of communism, faithfully implement the Party's basic line and program for the primary stage of socialism, and do a good job in every task at present. The revolutionary ideal is higher than heaven [4]. At present, China's comprehensive deepening of reform has entered a critical period and deep-water area, if we

want to win a new round of victory, we must do a good job in the ideological construction of leading cadres, the most fundamental is to firm up the ideal and faith of leading cadres.

In pushing China to comprehensively deepen the process of reform and opening, the firm ideal and faith as the priority, the ideology construction throughout the course of comprehensively deepen reform, strengthen the scientific theoretical research, improve their theoretical level and political literacy, armed with scientific theory of mind, clear political orientation, improve the political stance. We should constantly enhance the "four consciousnesses" of leading cadres and cultivate their "four kinds of thinking". To the new situation of the reform at the same time, firmly establish a pioneer of enterprising consciousness, dare to do the first person to "eat crab", have the courage to break the bondage of traditional thinking, have the courage to break through the bondage of traditional thinking, break through the bulwark of interest and actively explore the reform method, bold attempt to reform the new pattern, thus to comprehensively deepen reform and development in China provide sufficient energy and rich thought.

4.2. Firm Confidence to Win, Practice Excellent Skills

Blacksmith must be hard, in the face of the new situation, leading cadres to shoulder the task of realizing the great rejuvenation of the Chinese nation, adhere to practical work, put an end to armchair strategist, we must have enough professional ability as confidence, which requires to strengthen the cadre's sense of responsibility, sense of urgency, sense of crisis, and constantly improve various skills, We should cultivate professional spirit, enrich professional knowledge, and improve professional competence through practice. We should learn what we do, make up for what we lack, and practice what we do. In the work, we should learn to identify deficiencies, learn from each other's strengths, improve because of difficulties, dare to take responsibility and dare to act, and constantly improve our ability and quality, keep learning and innovation, learn to use a variety of thinking, and constantly strengthen self-cultivation and self-improvement.

Xi stressed that leading officials should constantly improve their eight skills, namely, the ability to study, political leadership, reform and innovation, scientific development, law-based governance, mass work, implementation and risk management. Armed with Xi Jinping, new era the ideas of socialism with Chinese characteristics, grasp the essence of theory, deepening the study achievement in the practice application, adhere to the close together union of theory and practice, innovation, improve the ability of grasp the general trend, grasp the global, firmly "four consciousness" and "four confidence", in front of the big is not keep clear mind and political acumen. We should enhance our execution and creativity, be down-to-earth, seek truth from facts, and constantly innovate. We should adhere to the principle of seeking truth, innovation and change in a pragmatic manner, and promote China's development with full spirit.

4.3. Adhere to the Bottom-line Thinking, Enhance the Awareness of Potential Dangers

To promote the development of a country, Bottom-line thinking is indispensable. Leading officials should not only learn to use strategic thinking to plan the overall situation, innovate, solve problems with dialectical thinking, and make good governance by thinking of the rule of law, but also learn to stick to the bottom line thinking to prevent risks. The great rejuvenation of the Chinese nation, is not plain sailing, but difficulties and obstacles to be full of thorns, is also a leading cadre at a time like this and to know where is our bottom line, where risk is, what kind of things to do, what not to do, what can be done, what is the worst case, what is best.

The bottom line thinking first emphasizes to be defensible, learn to prepare for a rainy day, see a microbe, guard against a microbe, and fight a prepared battle. In dealing with China's development, we need to take a two-pronged approach and see both the positive side of

development and the crisis side. We should fully consider difficulties and obstacles, formulate comprehensive plans, stick to the bottom line, and guard against subversive mistakes. However, we should not blindly defend and be pessimistic. We should have the enterprising spirit to overcome difficulties, not be afraid of risks, and have the courage to take on responsibilities. We should do what we can, boldly explore and win new vitality for China's comprehensively deepening reform.

4.4. Improve the Selection and Appointment System and Train Qualified Cadres

The development of the country is inseparable from the dedication of leading cadres, leading cadres are our Party to maintain strong vitality, creativity, overcome all kinds of difficulties and obstacles, the key to win one after another. In the new era, if our Party is to unite the people and lead them in realizing the two Centenary Goals and realizing the great rejuvenation of the Chinese nation, it must cultivate a contingent of high-quality leading officials who are loyal, clean and responsible. The construction of leading cadres is inseparable from the guarantee of the system. It is necessary to constantly improve the system of cadre selection and appointment, education and management, encouragement and encouragement, tolerance and correction of mistakes, create a good environment, cultivate a leading cadre team with professional ability and spirit, and boost the new development of China's reform.

We should insist on the right with guidance, insist on faithful clean, have the courage to bear, the thought liberation, ability is outstanding, at the same time pay attention to the selection of superior belief, political quality and responsibility of quality, ability quality and superior style. With the political consciousness, overall situation consciousness, core, par and road confidence, confidence, system theory, the culture of the cadres. We will broaden the selection channels for excellent cadres and recommend them responsibly. We will strengthen training for cadres, formulate targeted training plans, train cadres in different categories and stages in accordance with the principles of what is missing, what is needed and what is learned, and help them broaden their horizons, accumulate experience and improve their abilities. At the same time, we will pay attention to the education and training of young cadres. We will establish and improve incentive mechanisms for cadres and mechanisms for their tolerance and correction of mistakes, as well as their assessment and evaluation. We will encourage them to dare to bear, act, and take responsibility, and encourage them to work hard and roll up their sleeves.

4.5. Close Relations between Cadres and the Masses and Establish a Good Image

Connecting with the masses and serving the masses is the aim and duty of leading cadres. We need to correct our attitude and change our work style. We need to truly put ourselves in the people's position and make decisions in their interests. We need to be firm in our belief that "I will do whatever I can to live up to the people". Only by pooling the strength of the whole Of China can we promote the rejuvenation of the Chinese nation.

Leading cadres should first straighten out their attitude, correct their own "view of the masses", let the people see their determination to go deep into the grassroots to solve problems, establish the correct view of the masses, work, correct service attitude, take out service enthusiasm. There is no small matter in the interests of the masses. Only by learning from the masses, living with the masses, and thinking for the masses, can we be cadres who are satisfied with the masses and supported by the masses. In addition, leading cadres should improve working practices and change working practices. We should keep in touch with reality, seek truth from facts, adjust measures to local conditions and adopt appropriate methods to handle the relationship between cadres and masses. We should resolutely abandon the mechanical and

extensive working attitude and simple and unified working methods, and put an end to the compulsion and necessity of working among the masses.

5. Conclusion

China's construction and development in the new era cannot be achieved without the development of leading cadres. Only by building a cadre of leaders with firm convictions, loyalty, responsibility, and strong skills in the new era can we better adapt to the needs of new situations and tasks, deepen reform in an all-round way, and achieve the great success of socialism with Chinese characteristics in the new era.

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