

On the Construction Strategy of Learning Counselors in Colleges and Universities—Based on the Theory of Learning Organization

Guoqiang Dong

Institute of Biological Engineering of Light Chemical University of Sichuan Province, Yibin
644005, Sichuan, China.

swundgq@126.com

Abstract

The theory of learning organization provides a new theoretical reference and method choice for the construction of learning counselors in colleges and universities. The construction of learning counselors in colleges and universities is the strategic requirement for the ruling party to strengthen the ideological and political work, the main demand for counselors to pursue self-improvement, and the objective demand for college students to grow into talents. To build a team of learning counselors, it is necessary for colleges and universities to unite a common vision, realize professional ideals, promote team learning, enhance level ability, improve mental model, improve thinking quality, realize self-transcendence, overcome job burnout, pay attention to systematic thinking and control the overall situation of work.

Keywords

The construction of counselors; the theory of learning organization; the strategy.

1. Introduction

Since the 18th National Congress of the Communist Party of China (CPC), especially since the National Conference on ideological and political work in Colleges and Universities, colleges and universities have conscientiously implemented the decision-making arrangements of the CPC Central Committee, constantly strengthened and improved the construction of counselors in colleges and universities, and continuously improved the scientific level of the construction of counselors. However, compared with the needs of the development of higher education and the requirements of ideological and political work in colleges and universities, there are still a series of problems to be solved in the construction of counselors, among which the low level of construction of learning counselors is more prominent. At present, when the cause of higher education enters the new era, how can colleges and universities take Xi Jinping's thought of socialism with Chinese characteristics as the guide, promote the construction of learning counselors, improve the professional level and professional quality of counselors, and provide talent support for the comprehensive implementation of the fundamental task of "establishing morality and building people"? As a classical enterprise organization theory, learning organization theory has conceptual compatibility, process similarity, method similarity and goal convergence between the ideological and political education team[1], which provides a new theoretical reference and method choice for the construction of learning counselors.

2. First, the Significance of the Construction of Learning Counselors in Colleges and Universities

2.1. The Strategic Requirements of the Ruling Party to Strengthen Ideological and Political Work

As the ruling party of Marxism, the Communist Party of China has always attached great importance to the ideological and political work in colleges and universities. Since the 18th National Congress of the Communist Party of China (CPC), the CPC Central Committee, with Comrade Xi Jinping as the core, has put forward clear requirements on how to do a good job in ideological and political work in colleges and universities, based on the overall situation of the development strategy of higher education in China. By issuing the opinions of the CPC Central Committee and the State Council on strengthening and improving the ideological and political work in colleges and universities under the new situation, the ruling party has one after another strengthened and improved the construction of the ideological and political work team in colleges and universities with the construction of counselors as the main content. As an important base for cultivating high-level professionals for the cause of socialist modernization in China under the leadership of the ruling party, colleges and universities play an important role in the overall layout of the cause of socialism with Chinese characteristics. In the process of running a school, the party committee of colleges and universities must regard the ideological and political work as the lifeline of all kinds of work in the school. By strengthening the construction of the contingent of learning counselors, mastering the leadership and voice power of the ideological and political work, running the ideological and political work through the whole process of personnel training, carrying out the fundamental task of "establishing morality and building people", and ensuring the successors of the cause of socialism with Chinese characteristics.

2.2. The Counselor's Pursuit of Self-Perfection

American psychologist Abraham Maslow's demand-level theory holds that human demand is divided into physiological needs, safety requirements, social demands, respect for needs and self-actualization, according to the low-to-high levels. As a professional person who performs the job duties of the students in the university, the counselor has the subject's pursuit of self-improvement and self-worth. The job function of the counselor has the characteristics of diversity of content, comprehensive knowledge and professional ability, and has high requirements for the political quality, the moral level, the theoretical knowledge and the professional ability of the counsellor. The counselors should constantly enhance the pertinence and the actual effect of the ideological and political education of the college students, and strive to achieve the "With the wind and the night, the touch is fine and silent." and become the best friend of the life-teacher and the healthy life of the college students, and finally realize their career aspirations and the life aspirations. The concept of lifelong learning, team learning and continuous learning must be firmly established, the political quality, the moral level, the theoretical knowledge and the professional ability are constantly improved, and the professional role is actively realized from the transactional to the business type, from the empirical mode to the research-based transformation, and the efforts are directed towards the professionalization and the professionalization, The development of the direction of the expert counselor.

2.3. The Objective Needs of College Students to Grow Up and Become Talents

The new media represented by the Internet, like bamboo shoots after a spring rain, emerge in endlessly, which has a great impact on the ideological and political education of college students. The subject, object and environment of ideological and political education have changed to varying degrees. In 2017, 27.5359 million students majoring in colleges and universities across

the country[2] are basically only children, generally weak in psychology, strong in self-esteem, and weak in sense of cooperation. Curious about new things, but there are strong rebellious psychology, world outlook, outlook on life and values initially formed, plasticity and cognitive ability, weak identification ability, strong sense of independence, collective concept desalination[3], greatly increased the difficulty of counselors to carry out ideological and political education for college students, so that counselors often face severe challenges from the inside and outside. At the same time, It also puts forward higher requirements for the professional level and professional ability of counselors. In the face of the increasingly severe and complex situation of ideological and political education for college students, only by constantly increasing the construction of learning counselors, insisting on multi-pronged approach, and effectively improving the professional level and professional ability of counselors, can colleges and universities constantly promote the growth and healthy life of college students.

3. Second, the Concrete Strategy of the Construction of Learning Counselors in Colleges and Universities Based on the Theory of Learning Organization

3.1. Unite A Common Vision and Realize Professional Ideals

The first is to establish a personal vision. As ideological and political teachers in colleges and universities, counselors should consciously improve their political position, link their personal future and destiny closely with the future and destiny of the nation, combine their professional ideals with the cause of the Party, conscientiously study the regulations on the Construction of counselors in Colleges and Universities, constantly clarify their own role orientation and duty mission, and conscientiously plan their careers according to their work needs and personal realities. Actively establish a personal vision and constantly revise it in practice. The second is to unite the common vision of the team. Colleges and universities should attach great importance to the construction of learning counselors from the strategy of ensuring the prosperity of the cause of the party and the state, fully implement the decision-making and deployment of the CPC Central Committee, establish and improve the incentive and guarantee mechanism for the construction of counselors, and, on the basis of fully respecting the personal vision of counselors, adopt the ways of education, guidance, dialogue, and so on, so as to guide counselors to consciously integrate their personal vision into the common vision of the team. Through team learning, in-depth discussion, self-transcendence and other effective measures, guide counselors to strengthen the understanding of the common vision of the team, identity, internalization, practice, stimulate the creativity, driving force, cohesion of counselors, to ensure that counselors achieve the goals of the team at the same time, to achieve their professional ideals.

3.2. To Promote Team Learning and Enhance the Level of Ability

First, create a strong learning atmosphere. Colleges and universities should make use of "two micro-ends" to publicize "national college counselors of the year" and other advanced models, stimulate counselors to learn advanced, advanced standards, catch up with advanced consciousness; help counselors strengthen the consciousness of "educators first receive education", and guide counselors to regard individual self-study and team learning as a kind of life needs, lifestyle and habits. The second is to build a pluralistic learning platform. Colleges and universities should combine individual study with team learning, "Please come in" and "go out", invite experts in the field of ideological and political education to give special lectures for counselors, send counselors to work for training and further study in well-known colleges and universities at home and abroad, encourage counselors to pursue doctorates in ideological and political education on the job, and undertake the teaching of courses such as ideological and

political theory. Counselors are encouraged to concentrate their research direction, form scientific research teams, declare special topics of ideological and political work, and carry out research on ideological and political education of college students. The third is to establish a long-term learning mechanism. According to their own reality, colleges and universities should establish and perfect the learning rules and regulations with classroom attendance, team learning, personal learning, social practice, experience exchange, inspection and evaluation, incentive security as the main contents, and constantly improve in practice, so as to promote the long-term efficiency and institutionalization of team learning.

3.3. Improve the Mental Model and Improve the Quality Of Thinking

First, self-reflection. Counselors should establish the consciousness of self-reflection in their work and persist in improving their ability level in self-reflection. Counselors only do "three times a day", in order to abandon selfishness, uphold justice, and better carry out work. The second is to meet in depth. Counselors should do "trio, there must be my teacher", often with experts, colleagues, students and other different groups of high-quality, high-level in-depth discussions, through seemingly "aimless" careful listening, interactive communication, exchange and sharing, constantly colliding with ideological sparks, stimulate collective wisdom, abandon backward ideas, form advanced ideas, in the work into a dilemma "looks like there is no way, turn the corner but there is another village." The third is to continue to practice. Counselors should conscientiously practice the party's mass line, in accordance with the principle of "rule change, no encouragement", open-minded to leaders, colleagues, students to seek their opinions or suggestions on their work. At the same time, adhere to the unity of theory and practice, persist in measuring academic conditions with footsteps, prevent boastful talk, sit down, apply the theoretical achievements made in self-reflection and in-depth discussion to the daily ideological and political education and management of college students in time, and constantly enhance the pertinence and effectiveness of college students' ideological and political education.

3.4. To Achieve Self-Transcendence and Overcome the Job Burnout

One is to set up a personal vision. The counsellor should set up a personal vision in time in combination with the career planning, and continuously adjust the personal vision according to the change of the situation. The counselor should explore the law of ideological and political work, the law of teaching and education, the law of the growth of the students, produce a group of research results with important guiding value and academic influence, and improve the scientific level of the ideological and political education of the college students. The counselors should develop in the direction of professionalization, professionalization and expert guidance through a variety of ways such as academic upgrading, job promotion, and grade assessment, and grow into the line of the ideological and political education of the college students. The second is to keep the "creative tension". The process of self-transcendence of the counselor is not smooth, and it is difficult to meet such difficulties, and it is required that the counselors have the spirit of innovation in self-realization and maintain the creative tension. The counselors should take the correct view of the institutional obstacles in the higher education, and correctly understand the great gap between the current situation and the vision of the individual. Through individual learning and team learning, adjust the state of mind in time, release the bad mood, relieve the working pressure, overcome the job burnout, and in any case, maintain the positive, upward and optimistic attitude, pursue the satisfaction of the spiritual world, and strive for the "Use real-work as the table rate, and use the performance to reflect the responsibilities, and the supplies will be respected."

3.5. Pay Attention to Systematic Thinking and Control the Overall Situation of Work.

The first is to strengthen the training of the philosophy thinking and the system thinking. The university should draw on the philosophy of "the contradiction theory"> the practice theory "and the" general evolution theory of the structure theory ", and make systematic study of the classic works as the designated reading list of the training and daily training of the counselor system for use by the counsellor in the study of the individual and the team. The counselors should be closely combined with the practical work of the college students' ideological and political education, to write the experience of learning and to carry out the academic salon activities such as working exchange and discussion. The second is to improve the ability and quality to control the global work. The characteristics of the working "It's over a thousand lines. Here's a needle." of the counselor require the university to grasp the construction of the counsellor team as an important content of the construction of the management team, and grasp the situation and make a good job. The university should set up the representative of the counsellors to attend the important work conference system of the school, and the counsellors attend the system of the party general branch committee of the college to study the working subject of the ideological and political education, and help the counsellors to understand the overall situation of the college, and learn to think about the problem from a global perspective. By strengthening the cultivation of the philosophy and the training of the system thinking, it helps the counselor to set up the concept and the overall consciousness, to improve their ability and quality to control the work, and to work in the ideological and political education of the college students with high starting point, high-specification deployment and high standards.

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