

Four Dimensions of Young Cadres' Political Ability Construction in the New Era

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Abstract: The Communist Party of China (CPC) has always attached great importance to the training and selection of young cadres, and has promoted the training and selection of young cadres to the highest level of focusing on the cause from generation to generation. Among all the abilities of cadres, political ability is the first and foremost ability. Training and selecting young cadres should focus on improving their political ability, strengthening their training and learning, strengthening governance efficiency, perfecting the training and selection mechanism and creating a good working atmosphere, so as to effectively stimulate the entrepreneurial vitality of young cadres and officers, ease the pressure burden and be brave in taking responsibility.

Keywords: The Communist Party of China (CPC); Young cadres; Political ability; Dimension

The report of the 20th National Congress of the Communist Party of China proposed the major task of “building a high-quality cadre team capable of shouldering the heavy responsibility of national rejuvenation”, emphasizing the fundamental plan of “ensuring a strong successor” and placing greater emphasis on cultivating and selecting young cadres.

1. Strengthen the training and learning of political abilities for young cadres

1.1 Strengthening theoretical armament and playing the “first move” to enhance political capabilities

By reading the original text truthfully, comprehending its principles, and combining it with one's own reality, job responsibilities, task requirements, and practical training, one can truly immerse oneself in it, achieve the integration of learning, thinking, and application, unify knowledge, belief, and action, master the core skill of Marxism, and truly learn, understand, know, and apply it.

1.2 Be brave to forge a strong party spirit, and use the “calibrator” to stabilize and enhance political capabilities

Young cadres should firmly stand firm on the people's position, establish a people-centered work orientation, consciously work together with the people, prioritize the interests of the people, and take their expectations into consideration. They should go to the front line to listen to the voices of the masses, firmly reflect their wishes, and devote themselves to caring for their suffering. Fully promote the spirit of self revolution, regularly conduct ideological and political examinations, dare to “turn the blade inward”, “prescribe the right medicine”, and make immediate changes, constantly achieving self reform and self sublimation.

1.3 Improve service capabilities and enhance the “driving force” for improving political capabilities

Young cadres should always take their ability to serve the people as the touchstone to test their political ability, consciously work with the people, focus on doing practical things for the people, doing a good job, solving problems and solving worries, firmly establish the concept of “serving the people as the most important political achievement”, bravely act as the pacesetter and new force in scientific and technological innovation, rural revitalization and other fields, and organize and mobilize the masses to actively participate in the construction of Chinese path to modernization.

1.4 Strengthening political experience and identifying the key points to enhance political capability

Young cadres should have the courage to face the wind and rain and see the world to enhance their abilities. Through experiencing setbacks, trials and tribulations, they should develop strong skills and achieve the goal of “choosing hardship means choosing harvest, and choosing dedication means choosing nobility”. Continuously enriching practical experience in various positions, fully leveraging the qualities of young cadres who dare to take risks and be pioneers, enhancing their ability to fight, and gaining political skills in the process of solving one major contradiction problem after another and solving one urgent and difficult problem after another.

2. Pay attention to practical grassroots training and strengthen governance efficiency

2.1 Continuously deepen the activity of improving the style and ability of cadres

Young cadres should consciously strengthen their Party spirit cultivation, implement the spirit of the Central Eight point Regulation and its implementation rules in all aspects of work and life, so that various forms of formalism and bureaucracy that may exist around the masses cannot escape, resolutely eliminate phenomena such as detachment from reality, layered escalation, layered requirements for submitting materials, excessive work leaving traces, and excessive inspections, meetings, and assessments in their work, resolutely rectify problems such as going through the motions and doing false work in their work, “loosen” and reduce the burden on young cadres, give them more time to receive political training, temper their Party spirit, and have more energy to think, implement, and promote development.

2.2 Pay attention to forging the political abilities of young cadres in practice

Deng Xiaoping pointed out that “putting young cadres on the front line to bear the burden is the right path, and we cannot rely solely on others to support them.” The Party and the government should introduce encouragement and support policies and measures based on the physical and mental characteristics and job needs of young cadres, calling on them to “work at the local and grassroots levels, and work together with grassroots cadres and the masses to climb and roll”, deepen their work in key areas such as promoting economic development, optimizing the business environment, and ensuring people’s livelihood services, and effectively solve the urgent and difficult problems of the people, continuously increasing their leadership skills, accumulating practical experience, and accelerating political maturity.

2.3 Refining political execution by going deep into the grassroots frontline

Grassroots work is the ‘nerve endings’ of the Party and state governance. Young cadres should have the courage to complete the decision-making and deployment of the Party Central Committee and the work requirements of various departments without any discount, ensuring that the implementation of various policies and regulations does not deviate or deviate, and ensuring their implementation; We should be good at “seeing the details” and “seeing the big picture from the small”, strengthen the overall concept and systematic thinking, and through the grassroots political experience of managing complex situations and resolving conflicts and risks, we should go through storms, see the world, and strengthen our bones. We should strive to cultivate a pragmatic style, a practical attitude, a spirit of responsibility and dedication, the ability to dare to struggle, and the ability to handle complex situations and difficult affairs.

3. Establish and make good use of the full chain mechanism of “selecting and using” young cadres in the new era

3.1 Improve the daily discovery mechanism

Cadres are an important force in the cause of the Party. We need to establish a scientific system for the daily assessment, classification assessment, and close range assessment of young cadres, and promptly identify those young cadres who are both willing and proactive, capable and skilled in their work. Pay attention to selecting young cadres to cultivate and train at the grassroots level and in difficult and arduous places, allowing more outstanding young cadres to enter the organizational vision, and resolutely preventing cadres who hesitate and think about the work arranged by the party organization from gaining benefits and being reused.

3.2 Propose to improve the tracking and cultivation mechanism

We should pay attention to cultivating “composite” young cadres, based on their own professional strengths, knowledge structure,

and development potential, and also pay attention to the different requirements of young cadres' job abilities for different positions, improve the adaptability of positions, and achieve "person job fit". Frequently using the "glorious traditions and excellent work style of the Party" to influence and educate young cadres, aspiring to be loyal successors of the Party's glorious traditions and excellent work style. At the same time, we will focus on strengthening the learning and training of young cadres in new knowledge and skills such as artificial intelligence, biotechnology, new energy, and new materials, to ensure that they can go further and more steadily in the future.

3.3 Improve the mechanism for timely use

On the premise of adhering to the standards of a good cadre, we should be good at discovering outstanding young cadres with development potential and cultivating prospects, provide multi-level communication and multi position training opportunities for young cadres with emphasis, and boldly place outstanding young cadres who have worked and started businesses at the grassroots level and in difficult and arduous places, have outstanding performance, and satisfy the masses in important leadership positions. Arrange young cadres to work in difficult and remote areas, bear hardships, difficulties, burdens, and risks in harsh environments and grassroots frontline, be honest and hardworking, and work diligently.

3.4 Believe that improving the strict management mechanism

Good officials are not only selected, but also managed. We should strengthen the education of young cadres' ideals and beliefs, continuously build a strong ideological defense line for young cadres, and cultivate them through strict education; We need to improve the regulatory system, conduct regular supervision and inspection, strictly regulate the daily behavior of young cadres, and constrain them in strict supervision; We need to establish a sound evaluation system, conduct regular heart to heart talks, daily reminders, and warning education, and strengthen the discipline awareness of young cadres. Strengthen individual supervision and management of young cadres, as well as differentiated detail management, to strictly prevent "self design", "promotion with illness", and "taking up positions with illness".

4. Actively creating a good atmosphere for young cadres to work and start businesses

4.1 Efforts should be made to create a work atmosphere that encourages innovation, praises individuals who have made significant advancements, and allows for trial and error with tolerance for failure

Innovation is the primary driving force behind development, and young cadres are the driving force behind innovation. By establishing innovative projects, young cadres are encouraged to independently select topics, form teams freely, and implement on their own, allowing them to exercise innovative thinking and teamwork skills in practical situations; Establish a scientifically effective fault-tolerant mechanism, and provide necessary organizational care and support for those who unintentionally make mistakes due to lack of experience or objective limitations in the process of innovation exploration. Resolutely protect young cadres who are responsible, courageous, and decisive, so that they can boldly innovate and actively act in a relaxed environment.

4.2 Create a good internal ecological environment for the unit

From the perspective of the hard environment, it is necessary to vigorously improve office conditions, continuously improve public health and environmental quality, optimize the layout of the office environment, and continuously enhance the work happiness and sense of belonging of young cadres. From the perspective of soft environment construction, it is necessary to vigorously create a "passionate, professional, efficient, and pragmatic" working atmosphere, and form a good atmosphere of political awareness and adherence to rules; Strengthen the cultural construction of the unit, promote positive energy, and create a positive working atmosphere; Improve internal management systems, standardize work processes, form an efficient and pragmatic work style, and enable young cadres to feel fairness and justice in their work.

4.3 Provide more life care to young cadres

We should actively pay attention to the personal growth and development needs of young cadres, by establishing psychological counseling rooms or inviting professional psychological counselors to provide regular psychological counseling services for young cadres, helping them relieve work pressure and solve psychological problems; Establish and improve the system of visiting and comforting young cadres, regularly understand their living conditions and family situations, and timely lend a helping hand to young cadres who encounter difficulties in their lives; Pay attention to the daily humanistic care of young cadres, open up channels for expressing their demands, fully utilize the role of trade unions and the Communist Youth League in caring for young cadres, steadily

solve the family pressure that young cadres may face, and ensure that young cadres are fully focused on their work.

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