Multiple connotations and action enhancement of sustainable education leadership based on action learning

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Abstract: Action learning originated in Europe and has been widely used by domestic enterprises in recent years. Through action learning in the form of teams, various tools and methods are used to solve problems encountered in work, and continuous reflection is carried out in the process of solving problems. In order to achieve the common development of personal ability and organizational ability, so as to promote the improvement of cadre leadership. This paper uses action learning technology to change people's behavior to improve the practical work ability of managers, so as to explore some ideas of leadership training. As long as you successfully influence the behavior of others and achieve organizational goals, you are using leadership. In the software era, the innovation speed that is released after 100% reliability is no longer suitable for the mobile Internet era. It is found that action learning can really combine theory with practice closely, and it is a training mode worth studying and popularizing.

Keywords: Action Learning; Sustainable Education; Leadership; Action Improvement

1. Introduction

The era of mobile Internet reflects the characteristics of mobilization, socialization and fragmentation. For companies, the traditional vertical management process is complicated, and the flat and networked organizational form has gradually become the mainstream of this era. As a public rule, the system is an indispensable basic means and basis for leaders to engage in leadership [1]. The role and influence of the system in leadership activities vary, and the role and influence of the system in leadership activities form institutional leadership. Leadership is influence, the process of influencing others. As long as you successfully influence the behavior of others and achieve organizational goals, you are using leadership. In action learning, each member needs to ask a question that they are confused about and want everyone to help solve together. The so-called action learning method, in simple terms, is to obtain the effect of learning through action. Action learning is a problem-solving-oriented training and learning organization form. It also learns knowledge, but knowledge learning is not the purpose, and it does not need to consider systematic and cutting-edge requirements [2]. In the software era, the innovation speed that is released after 100% reliability is no longer suitable for the mobile Internet era. The era of mobile Internet requires iterative development that is "fast and unbreakable". Institutions are the rules of the game in a society, or more formally, they are some man-made constraints that shape how people interact. Institutions thus construct incentives for people to exchange in the political, social or economic sphere [3]. Therefore, middle-level managers need to select grass-roots managers, assign management work, coach subordinate managers, and evaluate subordinates. At the same time, they need to take into account the needs and interests of multiple departments, go beyond departmental interests to consider overall issues, and coordinate resources to provide support.

2. The meaning of leadership development

2.1. Principles of Action Learning

Members must be able to communicate effectively and easily for a team to function effectively. Participants are arranged in a subject environment that is different from their original professional expertise, form a learning team independently, collaborate with each other, work together, share knowledge and experience within a certain period of time, give play to the wisdom and ability of the

learning team, and collaboratively solve a series of difficult problems Question [4]. The learning of knowledge is driven by problem research, and knowledge supplementation and learning become an integral part of research and problem solving. Secondly, team members should try quickly. In the Internet age, technology changes rapidly, and speed is an important measure; finally, any available All means of success should be actively tried. Looking at every major progress of human society, it is all based on a stable, mature and effective institutional system as the foundation, support and symbol. The founding of the People's Republic of China and the subsequent establishment of the socialist system laid the fundamental institutional prerequisite for China's modernization.

2.2. Purpose and Features of Action Learning

The purpose of action learning is to improve the leadership and management of cadres, make up for the shortcomings of management, and solve practical work problems in learning [5]. The organizer of action learning integrates various teaching and research resources organically around the research problem, so that it can best serve the research and problem-solving process. In the ever-changing mobile Internet era, the ideas of a few people are often not innovative enough. For those innovative business departments that are closely following the pace of the times, vertical management is obviously not feasible, and it is imperative to establish a small and beautiful innovation team. To use a term in economics to express, institutional construction power belongs to the supply side of institutional leadership, responsible for the design, formulation and supply of institutions; institutional execution power belongs to the demand side of institutional leadership, responsible for the implementation, implementation and application of institutions. Institutional construction power emphasizes institutional rationality, and institutional execution power emphasizes institutional rigidity [6]. In a word, team members with a high level of cooperation are more willing to provide information support to each other when making decisions, actively cooperate and coordinate when implementing decisions, and make full use of the integrated leadership of the team. Dynamic learning in action is an important hallmark of action learning. When the first stage of learning and discussion is over, it also means that the next stage of learning has begun. Five important applications of action learning are shown in Figure 1.
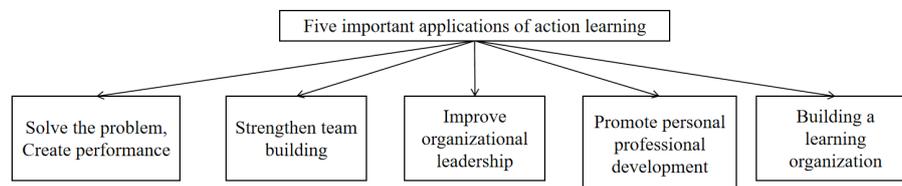

Figure 1: Five important applications of action learning

3. Organizational Action Learning

3.1. Practice and Innovation of Action Learning in China

After several in-depth investigations and evaluations, foreign training experts think that China's action learning is very effective, and there are many innovations, giving such a high evaluation as "an example of international cooperation training" [7]. The evolution mechanism of the integrated leadership of the senior management team is a dynamic system with a four-gradient structure. The personal characteristics and morality of the senior executives are located in the center of the integrated leadership of the senior management team and belong to the first gradient. They are the origin of the integrated leadership of the senior management team. Participation goes from part to whole, and the thinking process goes from point to face, from outside to inside. It does not simply stay in form, but a substantive participation, which is a real participation in emotion and behavior [8]. It won the heartfelt support and support of the people, and at the same time laid a solid institutional foundation for the leadership of the party, which in turn formed the strong leadership of the CPA.

3.2. The Diversified Connotation of Sustainable Education Leadership

Action learning is based on the background of the power industry. The members of the leadership team are the main body, through proposing topics, using the methods and tools of action learning, forming a solution to the problem, and implementing it to achieve results [9]. However, with the

progress of action learning, students will gradually realize the significance of action learning in solving problems, and also realize the rationality of these "mandatory" provisions, and then internalize them into their own internal needs for learning, and learning becomes a conscious and autonomous behavior,every team member must participate, contribute ideas, and form intensive interactions. This exploratory and participatory communication method helps the team to make more innovative achievements in the context of the Internet. Realize the common growth of the team and members; take the initiative to cultivate subordinate grassroots managers, give reasonable authorization, pay attention to work performance and talents, provide various supports such as work counseling and work feedback, and help learning and growth at work [10]. All learning processes and activities have a big impact. The members of the leadership team are clear about the strategic goals of the enterprise and have the ability to make decisions. They can propose, research and solve a targeted problem in the work through action learning, so as to improve their leadership and promote the development of the work. The characteristics of high-performing leaders are shown in Figure 2.
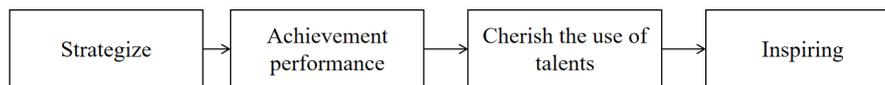
Strategize → Achievement performance → Cherish the use of talents → Inspiring

Figure 2: Traits of Highly Effective Leaders

4. Conclusions

Practice has proved that the action learning method has its own unique design in the combination of theory and practice. It uses problem-solving as the carrier and platform for learning and research, promotes work in the process of problem-solving, and trains people at the same time. Action learning is not only committed to the proper solution of problems, but more importantly, it is committed to the personal growth of the members of the action learning team and the development and progress of the entire organization. Action learning believes in the power of peers, values the value of asking questions, does not blindly follow authority, and encourages questioning and reflection. Seriously investigate and deal with serious problems that seriously damage the system. We must resolutely pursue accountability and accountability for behaviors such as those that do not comply with orders, those that do not cease to be prohibited, and who are willing to flexibly and maliciously evade. We must effectively maintain the seriousness and authority of the system, and truly make the system powerful and effective everywhere, so that every society can be empowered. Members are in awe of the system. When designing solutions, focus on ability development and improvement, combined with the team performance themes faced by managers at this level, select action learning topics, and focus on practical application and behavior transformation while solving problems.

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