

Construction of Management Potential and Symmetrical Leadership Quality Model in Information Environment

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Abstract: *With the deepening of the reform and opening-up policy, especially the deepening of the reform of state-owned enterprises, the issue of entrepreneurs has begun to be highly valued by academia and enterprises. The history of world economic and social development tells us that entrepreneurial leadership is destined to be an important and scarce resource, and the supply capacity of entrepreneurial leadership is far less than the demand for entrepreneurial leadership. The universality, cutting-edge and scientificity of management potential are the premise of management potential, which makes us have a further understanding of management potential. Therefore, under the innovation and promotion of many enterprises, the construction of leadership quality model is defined. Through continuous analysis and progress, the theory centered on "using modern information technology" was finally put forward. This paper discusses the phenomenon of management potential in the information environment and analyzes its causes. On this basis, from the perspective of symmetrical leadership, it discusses the solution to the quality model construction and realizes the transparency of management.*

Keywords: *Informatization; Management potential; Quality of leadership; Model construction*

1. Introduction

Post-industrial society and globalization era have brought new opportunities and challenges to the development of organizations. "Strong leadership" is often regarded as one of the most important key factors for the growth, transformation and regeneration of organizations. Leadership has brought another management wave for organizations after total quality management and process reengineering [1]. When the steady growth of potential reaches a certain critical value, the system will have non-equilibrium phase transition and nonlinear bifurcation, which will lead to various innovations and risks. Only constant change and innovation can ensure the continuous development of enterprises [2]. As the soul of an enterprise, entrepreneurs are the central link to coordinate various internal and external relations of the enterprise and the spiritual pillar of an enterprise. The leadership of entrepreneurs will directly affect the long-term development of the enterprise. Excellent entrepreneurs can change history, change the world, and lead enterprises to success step by step.

The team's learning ability, planning ability and execution ability are continuously enhanced, the leadership is continuously improved, and the leadership wisdom is constantly converged, leading the school work to continue to advance [3]. Based on the background of economic change, to develop leadership, we must deal with competition and strategic challenges, strategic and systematic planning, flexible system and mechanism support and other factors. Potential science is a new scientific system that conforms to the explosive growth of information, and it has a huge application space in the field of management [4]. It is precisely because of the shortage of entrepreneurial leadership that entrepreneurial leadership activities often show randomness and blindness, lack of strategic and systematic planning, and lack of flexible system and mechanism support, which limits the development of enterprises and makes it difficult for many enterprises to adapt to the increasingly fierce global competitive environment. Cultivating entrepreneurs with global vision and skills has become a major challenge for Chinese enterprises under the background of economic globalization [5].

2. Potential science and its role in enterprise management

2.1. Management potential

Management is "communication". The goal of communication is to make the elements with greater differences more closely linked. The greater the individual differences of members in an organization, the tighter the connection, the stronger the cohesion and the greater the organizational potential. A department, as the superior party of its own information, only knows much about its own internal information, and relatively little about other departments. The greater the information potential created by management, the more uncertainties management can cope with, and the more effective management is. Between managers and general employees, managers have more information, which is comprehensive and organized, while general employees have less and fragmentary information. Managers are in the information advantage side, and often cover up the sky with one hand, taking advantage of all the benefits. The information asymmetry between the two sides makes the sensitive issues such as the evaluation of professional titles and promotion of cadres in the enterprise unable to be effectively supervised, and encourages unhealthy tendencies within the enterprise. Communication is the derivation of organization, motivation is the derivation of individual, and decision-making is the variation of path. The growth process of organizations and individuals is an integral process in continuous derivation.

In management, communication enables people with great "differences" to "connect", and motivation makes people feel that the great "differences" between the future and the present can be "connected" through efforts. Therefore, communication is to seek the differentiation of the organization, make the organizational relationship produce a gradient, and create a dynamic mechanism for the development of the organization; Motivation is to seek guidance from individuals, generate gradients in personal consciousness, and create a dynamic mechanism for personal growth; The decision is to divide the path and choose the shortest path to achieve the goal [6]. In essence, transparent management is a kind of "sunshine culture", which creates a fair, open and fair working atmosphere, enhances the employees' spirit of love and dedication, enhances the enterprise managers' sense of responsibility of diligence and efficiency, and forms a cohesive force within the enterprise. Enterprise transparent management needs the guarantee of mechanism, and enterprise informatization is the technical basis for building this mechanism. Finally, only when managers grasp the different elements as a whole and strengthen the degree of contact due to the situation can they better implement control.

2.2. Enterprise information management

The research on domestic entrepreneurs started in the late 1980s. With the deepening of the reform and opening-up policy, especially the deepening of the reform of state-owned enterprises, entrepreneurs began to be highly valued by academia and enterprises. Only when an entrepreneur becomes the unity of responsibility and power, making undertaking business risks a responsibility, conducting business management a power, and obtaining business income a benefit, can he be called an entrepreneur in a complete sense. With the deepening of informatization, the differences of organizational elements in social organizations are getting bigger and bigger. However, the development of organizational structure from functional, project department to matrix, process-based organizational structure and network-based organizational structure has made the members of the organization more and more closely connected, thus making the information potential of the organization stronger and stronger, effectively responding to various uncertainties arising from informatization. Generally speaking, the top managers of enterprises can directly call the information of each department stored in the database center by clicking the mouse, which can be used as the basis for strategic decisions. The core of management informatization is to use modern information technology, introduce advanced management concepts and methods into the management process, improve management efficiency and level, and promote management innovation. At present, in China, the electronization of banks has been basically completed, and the informatization of banks has also taken important steps [7]. Informatization includes at least two aspects. On the one hand, it is business informatization, on the other hand, it is management informatization. We should fully understand the task of management informatization and raise our understanding of management informatization to a new level. In particular, we should abandon the idea that management informatization is dispensable, completely change the narrow wrong understanding that "management information is the management of information", and consciously raise management informatization to the height of management theory and management practice, and to the height of information support for decision-making. The office and

general affairs department are merged into the logistics support department to enhance the awareness of management and coordination of logistics service support and enhance the research, integrity and systematicness in the promotion of work.

3. Analysis of the elements of leadership quality under management

3.1. Leadership

Leadership is the highest organizational force, which is the life of leadership activities, and is made up of many factors such as leadership quality, leadership system, environment and a series of material bases. The mathematical essence of management and education is to artificially construct a potential function and run it in the practice of management and education. In the overall strategy of national economic informatization, we must highlight the leading role of financial industry management informatization, take financial industry management informatization as the leader of the whole national economy informatization, and drive the whole national economy informatization to a deeper level with financial industry management informatization [8]. Trait theory has experienced the evolution and development from innate endowment to acquired learning, so its research on leadership elements has been constantly improved. Figure 1 shows the integrated information system model.

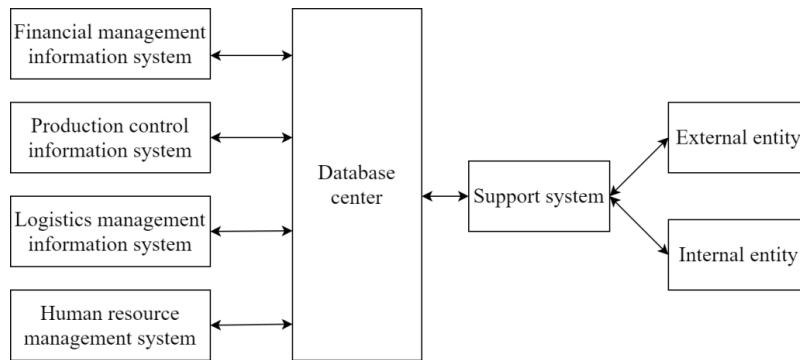


Figure 1: Integrated information system model

First, leadership is the ability to gain followers; Second, leadership is not only the ability of leaders, but a cohesive force; Third, leadership occurs and continues through "events"; Fourth, non power influence can better reflect leadership; Fifth, leadership is accompanied by risks and challenges. The research on leadership can be traced back to Galton's research on the qualities of leaders. He believes that the efficiency of leadership depends on the characteristics of leaders, and the characteristics of those outstanding individuals with transformative qualities are determined by heredity or genes. Based on the quality of the leadership effect, people can explore the differences of leaders' characteristics, so as to better choose the right leader [9]. In the management of enterprise organizations, leaders' speeches in public are an important opportunity to improve leadership, but a bad grasp will weaken leadership. The driving force of the management process is to constantly create information potential in the management process. Figure 2 shows the schematic diagram of psychological contract construction.

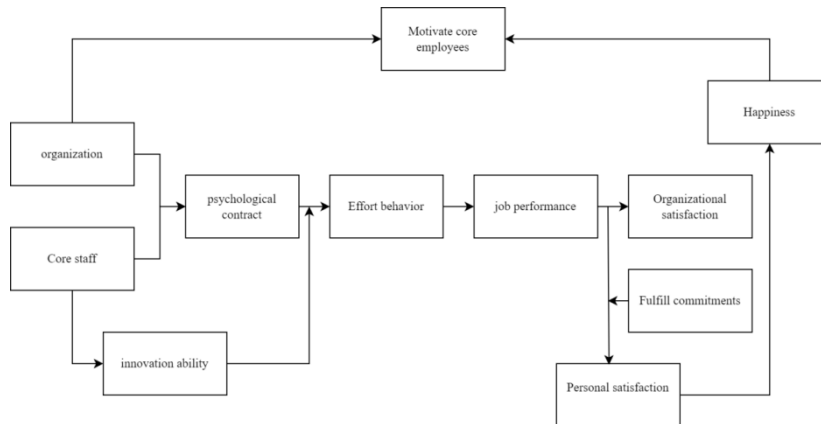


Figure 2: Schematic diagram of psychological contract construction

3.2. Analysis of quality components

Through continuous hard study and hard practice, leaders have formed their own personalities and leadership styles. Although the development of various traits is not balanced, outstanding leaders all have some commonalities, which is what we call the personality traits of leader effectiveness. The personality traits that affect the effectiveness of leadership include many aspects: full trust and empathy, excellent conceptual thinking and insight, abundant energy sources, steady pace of behavior, appropriate behavior style, strong will and perseverance, noble moral character, honesty and frankness, self-confidence, courage, improvement of knowledge and skills, and willingness to communicate in teams. The general composition of leadership refers to the universally applicable composition of leadership based on the integration of various leadership theories. Any research on the constituent elements of leadership can be guided by it. The study proposed that the five leadership abilities in the five force leadership model are very important, but they do not belong to the same level [10]. Charisma is the top-level leadership, foresight and influence are the development of charisma, which helps leaders lead the organization to achieve its mission, while decisiveness and control are the leadership at the implementation level, which requires leaders to control the situation and make decisive decisions in critical moments. Combined with the above considerations, we comprehensively analyze and consider the composition of leadership on the basis of three leadership theoretical paradigms. The general elements of leadership are divided into three aspects: first, characteristics and skills, second, leadership style and leadership style, and third, leadership authority and leadership charm.

4. Conclusion

Management potential plays a potential driving role in the development of organizations in the information society. The universality, frontier and scientificity of potential science are the premise of managing potential, and people, as the main body of leadership, are also the object of leadership, which makes potential science have countless relationships in the leadership of organizations. How to unify the contradiction between "management" and "science" is an important challenge for management science research. Adhere to the principle of combining training with management. From the perspective of potential science, this paper puts forward four ways of leadership promotion, namely, the continuous improvement of entrepreneurs' own quality, the continuous strengthening of entrepreneurs' innovative ability, the development of entrepreneurs' symmetrical leadership and the development of entrepreneurs' harmonious leadership. With the aim of continuously expanding the differences between entrepreneurs and subordinates and strengthening the connection between entrepreneurs and subordinates, this paper shapes entrepreneurs' larger leadership information potential, thus improving the leadership effectiveness of the whole enterprise. In the process of concrete operation, leadership presents the symmetry of apparent potential and potential potential. To improve the quality of symmetric leadership, we need to start from the path of symmetry. Finally, we can achieve the symmetry of leadership system and culture, leadership and communication, strategy and details, organization and planning.

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