



# The Necessity, Challenge and Countermeasures of the Banner County Leadership Authority Shaping

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**Abstract:** Social development management needs authority to achieve stability and unity, leaders need authority to effectively coordinate and command. Banner county leaders as the core of the leadership team, they also need authority to govern the area. A socialist country requires that power to be used by all and serve the people. Leaders should set up a correct view, always put the interests of the people first, strengthen the construction of the Party's laws and regulations system, and truly realize that leading cadres should be "power for people, emotions for the people". Through the necessity of leadership authority, This paper analyzes the county leadership authority in the use of rights have some non-standard, finally, through the "virtue", "talent", "diligence", "performance", "law" to put forward to enhance the leadership of the authority, the county leadership authority has realistic research significance.

**Keywords:** leadership authority, banner county, communication, leadership construction

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## 1. Introduction

Grass-roots governments undertake the important responsibility of implementing and implementing policies. To improve efficiency and perform duties need grass-roots government leaders to have certain authority. Because authority refers to the need to give top priority to maintaining political discipline and rules, strengthen supervision over the compliance of the Party constitution, Party rules and discipline within the scope of its jurisdiction, and check the implementation of the Party's line, principles, policies and resolutions. Therefore, the loss of authority of the grass-roots leadership can not make the normal and efficient operation of government organs, nor can it guarantee the effective exercise of power of administrative organs, nor can it do a good job in the implementation of the line, principles and policies of the Party and the people's government. Report of the 20th National Congress of the Communist Party of China pointed out that the Party must keep in mind that the comprehensive governing party always on the road, the Party's self revolution forever on the road, never have slacken rest, fatigue battle-weary, must persevere to promote comprehensive governing party, deepening party building the new great project of the new era, to the Party's self revolution lead the social revolution. To promote the national management system and management ability of modern some major issue decision, determined to improve the maintenance authority and system of centralized and unified leadership, and promote the party to strengthen the four consciousness, do two maintenance, consciously on the ideological and political action and the party central committee with comrade Xi. as the core to keep highly consistent, firmly maintain the party central committee with comrade xi as the core, the implementation of the party's core role. Therefore, to further promote the development of the new era is also the basic requirement to strengthen the leadership authority of banner county. To maintain the authority of banner county, ensure order, and enhance the cohesion and combat effectiveness of the masses are of comprehensive and effective and far-reaching significance to strengthening and standardizing the authority of leadership.

## 2. The necessity of shaping the leadership authority of banner county

### 2.1 An important guarantee to realize the leadership function

Banner authority is an important guarantee to realize the leadership role. The so-called leadership refers to a high level of social management activities that make people rotate and achieve a certain goal. Since ancient times, leaders have played a vital role in the success or failure of a country or a region. Because leaders play an important role. Its function is the organization and command, its execution requires the belief in power and authority. In today's era, we often encounter such a situation in frequent communication around the world. People's thinking is becoming more and more complex, the real environment is changing more and more drastic, the responsibility of leadership is more important, and the risks are more significant.

## **2.2 To implement the fundamental guarantee of the superior decision-making**

Banner county leaders regard serving the Communist Party of China and the people as the purpose of governance, and the fundamental organizational principle of the Party is democratic centralism. Banner county leaders should also be carried out in accordance with the decision of the superior to form the authority of the leadership. To implement Xi.'s new era of the thought of socialism with Chinese characteristics, firmly establish a political consciousness, overall situation consciousness, core, par, the overall goal, implement the strategy of rejuvenating the country strict Party's political discipline, closely combining the reality of rural, persistence pays special attention to the implementation of major policy decisions, do make will, ban will stop, to ensure that the superior major policy decisions strictly implement to strengthen leadership authority.

## **3. Banner county leadership authority facing the challenge and misunderstanding**

### **3.1 Be self-important; Using power over others**

They embezzle collective property and misappropriate state-owned assets; Their sins include exploitation, oppression, abuse, revenge, etc. Due to the lack of supervision, morality and the imperfect punishment system, officials have too much power and occupy public property or resources to abuse their power. This need to fundamentally eliminate official thought, also need to start from education, learning, both ordinary people and leading cadres need to through continuous learning to improve their ideological understanding, especially the leading cadres to establish the learning idea, consciously with excellent traditional culture, consciously do yourself, keep a diligent honest heart.

### **3.2 Separation from the masses; Above the masses**

The leaders of banner county pay too much attention to the goal of implementing the task in the form of policy and results, and on the basis of the pursuit of efficiency, in order to implement the decision quickly. In the process of completing tasks, subordinates face difficulties and problems, and even ignore the process, which leads to the alienation of the relationship between superiors and subordinates. Leaders think that the enthusiasm of employees is low and can not think positively. Employees will also think that leaders are impersonal, without necessary communication, and do not care about subordinates. Due to the influence of some environment, some employees are far apart from the leaders in the farming and pastoral areas and mining areas, and the leaders do not go to visit the employees, resulting in the estrangement between the leaders and the employees, which has a great challenge in the shaping of leadership authority.

### **3.3 Abuse of power; Giving out benefits**

In the use of the authority of the banner county leaders, some leading cadres see the essence of the authority, interests, but never really understand its essence. In order to promote the interests and services of the people, such leading cadres achieve certain purposes by abusing the exchange of leadership power and the exchange of certain interests and buy their subordinates to obey them. Within the organization, some leading cadres often ignore principles and discipline in order to gain authority. There are also some leaders, who use the interests of the organization to sacrifice the collective interests, and coordinate the relationship between their superiors and subordinates. Outside the organization, leading cadres to realize personal interests, often to "power rent-seeking", "sell", harm the interests of the public, get their support and obedience. For the concerns of some people concerned, leading cadres often through abuse of power corruption means, the plan of "grace", so that subordinates are "bought" and have to obey the authority of the social society.

## **4. Banner county leadership authority shaping the specific suggestions**

### **4.1 To establish the prestige with "virtue"**

Leaders to establish prestige by virtue need to pay attention to their own moral cultivation, care about subordinates, treat everyone fairly, set an example, fully understand the ability and characteristics of each subordinate and know people, at the same time constantly learn and improve their professional quality and management ability. Only in this way can we really win the respect and trust of our subordinates and establish a good prestige.

### **4.2 To establish the prestige with "talent"**

Leaders need to have professional knowledge and skills, learning ability, the ability to know people, problem-solving ability, innovation ability, communication and coordination ability, and training and guidance ability. By constantly improving your ability and quality, you can better lead the team, solve problems, win the trust and respect of your subordinates, and establish a good prestige.

### 4.3 To establish the prestige with "performance"

Banner leaders need to have excellent business ability, pay attention to teamwork, pay attention to people's livelihood, strengthen internal management, promote innovation and development, focus on the overall situation and strengthen honesty and self-discipline and other aspects of the ability and quality. Only by making continuous efforts and accumulating experience can we make excellent achievements and serve the country and the people.

### 4.4 To establish the prestige with "law"

In order to safeguard national security, we will strengthen counter-infiltration, anti-secession, anti-subversion and anti-terrorism struggles, strictly guard against infiltration and sabotage activities by hostile forces at home and abroad, and strengthen the people's line of defense for national security. We will standardize the economic and cultural order. We will be good at using legal means to regulate economic relations, protect the legitimate rights and interests of all types of market entities on an equal footing in accordance with the law, and create a legal environment conducive to safe operation, fair competition and independent innovation. Adhere to the principle of "active utilization, scientific development, law-based management and safety assurance", and accelerate the formation of an information network management system combining legal norms, administrative supervision, industry self-discipline, technical support, public supervision and social education. We must take the concept of modern rule of law as an important task to party committees and governments, improve all decision-making mechanisms, and ensure that the interests of the people are not harmed by mistakes in decision-making. We will improve the system, improve the level of legalization through in-depth and sustained practice of the rule of law, and ensure that there are laws to follow, laws must be observed, law enforcement strictly enforced, and violations prosecuted.

## 5. Conclusion

"A journey of a thousand miles begins with a single step". The construction of the rule of law authority in banner county is playing a harmonious and clear note, the future road, although there is a long way to go, but we will cherish an enterprising heart, continue to explore, continue to make unremitting efforts to support the sound of social harmony!

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