

# PROMISING THE SELF-SELF- TRAINING, TRAINING, IMPROVING QUALITY AND CAPACITY OF THE LEADERS AND MANAGERS IN VIETNAM

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**Abstract:** *Leaders and managers are those who are elected and appointed to key positions, hold high positions in agencies and organizations of the political system, who are empowered, authorized and exercise political power, state power. However, when there is power, a part of leading and managing officials abuse power, abuse power, transgress rights, decline in political thought, morality, lifestyle, violate Party discipline and law government's. To overcome that situation, each leading and managerial staff must regularly and seriously cultivate and train themselves in order to improve their quality and capacity. Refresher training activities must be carried out in all aspects, in the entire leadership, management activities and in association with daily life and activities. It is both a requirement, a duty, a responsibility to the Party, to the people of each leader and manager, as well as an effective way to implement the role model, requiring determination and perseverance. and persistent implementation. In the current period, in order to promote the self-discipline, to train and improve the quality and capacity of leaders and managers, it is necessary to combine and implement many solutions from the officials themselves. lead, manage and promote the role of party committees and party organizations, both the political system and the people in examining and supervising the training and training of leaders and managers.*

**Keywords:** *cultivation; practise; officials; leader; manag*

## 1. INTRODUCTION

Self-awareness is a self-reliant activity, not dependent on the coercion, impulse, encouragement of others. Self-discipline and self-training of leaders and managers is the initiative in awareness and action to perform their roles and responsibilities to the Party, the State, families, society and to officials themselves. This is an indispensable quality of leaders and managers, not only to maintain their own ethics and qualities but also has a direct influence on the awareness and actions of officials and public employees, subordinates. In any agencies and organizations, leading and managing cadres, exemplary self-cultivating, practicing, constantly improving quality and capacity, are good examples for subordinates to follow, there, collective solidarity and strength. On the contrary, any leaders and managers who lack training will not only affect the personal reputation but also directly affect the performance of the organization.

Daily, hourly, leading and managerial officials are influenced by many negative and positive factors. Most of the leaders, self-discipline managers, cultivators, trainers, are more and more mature, but there are still a part of leaders and managers who suffer from material benefits, enticement, power and ownership. individualism, degeneration, metamorphosis. Therefore, self-discipline and training are very important for individual leaders and managers, for the strength of the committees and authorities, contributing to the implementation of political tasks. units.

In terms of power, the Party leads through cadres, party members, exemplary leadership is the best, most effective way. Therefore, often, seriously voluntarily cultivating, training, improving quality and capacity are a way of implementing the role of leaders and managers.

## II. TO VOLUNTARILY CULTIVATE AND TRAIN TO IMPROVE THE QUALITY AND CAPACITY AS REQUIREMENTS, TASKS AND RESPONSIBILITIES TO THE PARTY AND PEOPLE OF LEADING AND MANAGING OFFICIALS.

During her lifetime, VILênin pointed out, the communist party was "truly a vanguard of the revolutionary working class, if it consisted of the most elite deputies of that class, if it consisted of all wars." The communist doctor is fully conscious and loyal, educated and trained with persistent revolutionary struggle experience, if he knows how to engage with the whole life of his class and through that class, attached to all exploited masses, and know how to make that class and masses fully believe in themselves".

President Ho Chi Minh also reminded "a nation, a Party and every human being, yesterday was great, had great appeal, not today and tomorrow is still loved and praised by everyone, if the heart is no longer innocent, if it falls into individualism." The person who urges leaders and managers: "Firstly, officials of agencies, mass organizations and high-level officials have big rights, low-level officials have small rights. Whether big or small, the right to lack of conscience is to have a chance to gouge, to eat and to feed, to have the opportunity "of private work". Therefore, every cadre, regardless of the position, must regularly cultivate and train to maintain the moral qualities of the revolutionaries.

Reality in our country in recent years shows that, although the Party has issued many documents defining the responsibility of setting the example of cadres and party members, first of all leaders, managers, and many "people" examples. good, good deeds "are widely spread in the Party and in society. However, there is still a part of cadres and party members, including leading and managing officials at all levels of degeneration, metamorphosis, violation of Party discipline and the laws of the State. Some leading and managing cadres did not follow the procedures and regulations in cadre work, corruption, wastefulness, loss of State assets, violating what party members were not allowed to do, etc. that situation due to many causes, of which the main cause is due to "lack of cultivation and training; ideological stance, bewildered, wavering from outside influences; fall into a narrow, selfish individualism, tempted by material interests, failing to fulfill its responsibilities and duties to the Party and the people." Therefore, every leading and managerial staff must be serious, voluntarily cultivate, train, improve quality and capacity.

In addition, the period of accelerating industrialization, modernization and international integration requires leading and managing cadres in Party and State agencies, organizations, apparatuses and the political system to have the ability and sensitivity to identify opportunities to seize, and at the same time be alert, to avoid interwoven challenges. To do so, leading and managerial officials must be self-conscious and actively study and improve their qualifications and capabilities. The dark side of the market economy, openness and integration also has a great impact on the ideology, awareness, consciousness, and responsibilities of cadres and party members in general, leaders and managers in particular. The recession of political ideology, morality, lifestyle, expression of "self-evolution", "self-transformation" internally remains complicated. Therefore, leading and managing officials voluntarily cultivate, train and improve their quality and capacity to perform well their responsibilities before the Party and the people.

Trusted by the Party, the State and the people in important positions, each leader and manager must determine that it is both an honor and a noble responsibility, and must fulfill its responsibilities well. before the Party, before the people. It is the responsibility to prevent and combat moral degradation, one's own lifestyle and control of subordinates to cultivate, train political thought, morality, lifestyle, perform political duties, combat all manifestations. abusing powers and prestige to put pressure on individuals competent to exercise power to violate the Party's regulations and the State's laws in order to profiteering and resolutely fight bureaucracy and corruption, waste. It is responsible for the violations of subordinates, in agencies and units. Under the Anti-Corruption Law, the head is directly responsible for letting corrupt acts of his subordinates directly manage and assign tasks. The deputy of the head is also directly responsible for the occurrence of corrupt acts in the working field and in the unit under his direct charge. Article 10 of the Law on Anti-Corruption also stipulates that: Officials and public servants who are heads of agencies, organizations and units must perform the

following obligations: To inspect, urge and guide the performance of official duties of cadres and civil servants; Organize the implementation of measures to prevent and control bureaucracy and corruption, practice thrift, combat wastefulness and take responsibility for the occurrence of bureaucracy, corruption and waste in agencies, organizations and units. ; To organize the implementation of the provisions of the legislation on grassroots democracy and office culture in agencies, organizations and units; promptly and strictly handle officials and public employees under their management who commit acts of violating discipline and law, have bureaucratic, arrogant and authoritarian attitudes, cause troubles to citizens, etc. responsibilities to the Party, to the people, first of all leaders and managers must voluntarily cultivate and train to maintain the moral qualities of the revolution.

### **III. SELF-DISCIPLINE, SELF-IMPROVEMENT AND TRAINING ARE A METHOD OF FULFILLING THE ROLE OF EXEMPLARY LEADERS AND MANAGERS.**

Implementing the role of setting an example is an obligatory activity for cadres and party members, as well as the requirements and duties of leading and managing officials so that the role of exemplary responsibility can be realized in their work and life. for others to follow with high self-awareness. This is an important feature that fully expresses the nature of the direction, management and administration activities. The responsibility of setting an example is expressed in documents, papers and slogans while the implementation of the role of setting an example must be expressed by practical activities with specific results. It must be an exemplary activity of political thought, morality, lifestyle, a sense of discipline, work practices, work ethic, assigned duties, and organizational principles. Party functions and activities, being a good example for cadres and party members to follow and build people's confidence in the leadership, management of the Party Committees and authorities at all levels.

The results of implementing responsibility to set an example depend greatly on the implementation method, in which, voluntarily cultivating, training, improving the quality and capacity of leaders and managers is an effective method. . In addition to the observance of the Party and State's regulations and regulations, each cadre must always cultivate voluntarily and voluntarily set an example for cadres, party members and employees. people follow. The method of carrying out this role model is reflected in: regularly cultivating and training to improve the political and moral qualities; Regularly study, improve your qualifications and work capacity. The ancients told "Any study exam, no language" (if you do not learn anything, you will say it). President Ho Chi Minh taught: "If we want to practice revolutionary morality, we must strive to study, cultivate and reform ourselves to make progress forever." If you don't try to improve, you will regress and be backward. " Therefore, voluntarily cultivating and training is a way to fulfill the role of exemplary leaders and managers.

### **IV. TO PROMOTE THE SELF-DISCIPLINE, CULTIVATING AND IMPROVING THE QUALITY AND CAPACITY OF LEADING AND MANAGERIAL OFFICIALS**

Obviously, strengthening training, training, improving qualifications and capacity, meeting the requirements of performing political tasks in the current period is a way for leaders and managers to well perform their duties. role models, contributing to the spread of awareness and actions of party members, cadres and civil servants in the entire political system. However, this is a difficult, complicated and not easy solution, because it is a struggle within each staff member, so it takes determination, perseverance, persistence and good measures must be implemented. France:

*Firstly*, leading and managing officials must clearly identify the responsibilities of cultivating, training and improving their qualifications and capabilities. Must determine what to cultivate, cultivate, cultivate, train to do and cultivate, how to train?

The leading and managerial cadres must cultivate and train in political thought, ethical qualities, lifestyles, truly preserve and practice revolutionary moral standards, practice civilized and gratitude lifestyle. , not pragmatic, self-interest. Be self-conscious, exemplary in learning and following Ho Chi Minh's ideology, morality and style. In addition, officials must actively study, improve their qualifications and work capacity through many different forms and measures, especially learning political theory and improving their professional qualifications. Determining the purpose of cultivating and training to improve the quality and capacity is to fulfill the responsibilities of officials and party members. It is a lifelong responsibility of striving and sacrificing for the Party's ideals, putting the interests of the Fatherland and the people ahead of the individual interests, and sacrificing personal interests to serve the common interests of the revolution. ; exemplary responsibilities to well perform the tasks assigned by the Party's Charter, assigned by the party organizations, authorities and mass organizations. President Ho Chi Minh once said: "The Party does not compel anyone to join the Party. If there is a duty, then it is the duty of the party member. If you are afraid of not serving the people, serving the revolution, don't come in or wait. " Each leading and managerial officer must be fully and properly aware and regularly cultivate, uphold the political, ethical and lifestyle qualities, properly perform the assigned functions and tasks, and always keep get the word "credit" before subordinates and people to local leaders, agencies and units is growing.

Besides, as a leader, the manager, the improvement of training and training is to build the image and reputation of the cadres, gradually improve the leadership, management and management skills. Operating local fields. Self-discipline and self-discipline of leaders and managers must be expressed from awareness to action, in all aspects and fields, especially in the work. To fulfill that responsibility, leading and managing cadres must regularly study and improve their qualifications.

*Secondly*, leaders and managers need to develop a plan of training and training through commitments, action plans, and registration forms of responsibility to set an example and publicity before the party members. officials, civil servants and the people. The Resolution of the 4th Central Committee clearly states that "Every year, the head and each cadre and party member are committed to training and preserving moral qualities, lifestyles, not deteriorating," self-evolving "

self-relocating. " chemistry ". Each commitment, action plan must clearly show the sense of individuality in cultivating and training striving on all aspects of political thought, lifestyle ethics, responsibility in work, Especially, it must be associated with the job position, the position, the duties of the leading and managerial staff ... The content of the commitment, the action plan must be attached to the assigned function and task. Based on the commitments, action plans, leading and managerial officials must be proactive, positive, voluntarily cultivate, train, improve ethical qualities, qualifications and capacity to serve tasks. politics of agencies, localities and units. This is a requirement that requires every leader and manager to take seriously, voluntarily implement it, not depending on the sanctions and regulations, but also consider cultivating and practicing as "washing face everyday". President Ho Chi Minh affirmed: "The revolutionary morality is not in the sky, it is due to the daily struggles and training, but the development and consolidation as well as the brighter the gem, the more gold the practice is. more and more ". The Party also asked: "Each cadre and party member constantly cultivates and trains revolutionary morality: truly an example of moral qualities and lifestyle. Superior cadres must be exemplary in front of their cadres, party members and people. Officials and party members must raise their sense of responsibility before the Fatherland, the Party and the people, wholeheartedly, wholeheartedly serve the Fatherland and serve the people ".

*Thirdly*, the leaders and managers raise the determination to implement the programs and plans of training, training, setting an example of committed commitments. Facing the current reality, the method of implementing the responsibility to set an example through the commitment, the action plan is still in form, but has just stopped at reports, papers and administration but has not been seriously implemented. Therefore, in order to well implement the committed programs and plans, leaders and managers need to raise their determination to implement their responsibility to set an example and clearly define the contents and measures to implement. President Ho Chi Minh advised: "Setting a plan well, very closely is needed, but that is only the beginning. For a 10-part plan, specific measures must be 20-part, directing to closely implement 30-part. If so, it will certainly fulfill the plan ". At the same time, leaders and managers are always strict with themselves, seriously and self-criticizing themselves to detect and notify the collective of limitations and weaknesses, especially in leadership. , directing, managing and operating to find solutions and solutions. According to President Ho Chi Minh, if he wants to be a good cadre, he must have a spirit of self-criticism, refrain from self-criticism, self-criticism, he will never reach it. In the spirit of self-appreciation, knowing the advantages and disadvantages, each leader and manager must determine the content, methods and willpower to self-cultivate and improve the main qualities. management, ethics, lifestyle, necessary qualifications and methods, working style. Every month, every quarter, leading and managerial officials must consider and evaluate the results of their implementation of the responsibility to set an example on the fronts of the cells of the Party Cells, the committees at the level of the Party Committee and the Standing Committee of the Party Committee. remedies for defects and subject to regular supervision by the collective at work and residence.

*Fourthly*, promoting the role of the entire political system in management, inspection and supervision of leading officials, management of training and training. According to researcher Tran Bach Dang: "Alienation cannot be stopped by cultivating only consciousness and morality, it is defeated by the mechanism, the science of the apparatus, the most basic, by democracy. But the back part of cultivating consciousness is not secondary. Good mechanisms and mechanisms that humans deliberately misrepresent, have no mechanisms and mechanisms that promote their effectiveness, even, into the tool of evil and evil. The two above categories must be placed equally, supporting and complementing each other ". Therefore, there must be the participation of the whole political system in inspecting and supervising cadres and party members to cultivate and improve morality, in order to promptly detect and handle the manifestations of private deviations. political thinking, moral decline, appropriate lifestyle. This is also an important measure to clean the Party. President Ho Chi Minh reminded: "The Party not only needs a lot of numbers, but many are good, but it must have the nature of a party member." In addition, managing, inspecting and supervising training and retraining cadres also promptly detected and praised and commended typical examples of ethical education and training to encourage, stimulate, arouse the spirit of cultivating, striving, training and improving the revolutionary morality of officials and party members. All levels of party committees, party organizations, authorities, the Fatherland Front and socio-political organizations must base on the Party's regulations, the State's laws, conduct inspection and supervision on all all aspects, combining a variety of methods of management, inspection and supervision: Top-down inspection and supervision (inspection head, subordinate supervisor), bottom-up monitoring inspection (party members controlling leading and managerial officials) and promoting the role of the people in controlling cadres and party members in refresher and training. Besides, it is necessary to well implement the regulations and regulations of the local party committees on the inspection and supervision of officials and party members.

## **CONCLUDE**

President Ho Chi Minh said that "Leadership is also a profession, to train virtue, where virtue must be the root"! Leadership, management is one of the factors determining the success or failure of the revolution, building a team of officials, leaders and managers "both pink and professional" is one of the key tasks in the Party building work. Therefore, the quality, personality and capacity of leaders and managers play an important role. The ancients conceived: to be lost, to be humiliated not by profession but by practitioners. Of the key functions of management for organizational success, executive and leadership functions are the most important. Managers are also leaders and executives of an organization, know the expected, plan, organize, mobilize and check the results, in order to make the organization best perform the tasks. services and functions. Therefore, in order to properly implement the committed programs and plans, leaders need to actively study, improve their qualifications and work capacity through many different forms and measures, especially study political theory and raise professional qualifications. Determining the purpose of cultivating and training to improve the quality and capacity is to fulfill the responsibilities of officials and party members. It is necessary to develop a plan of

training and training through commitments, action plans, and registrations of responsibility to set the example and publicize it before the collective of party members, cadres, civil servants and people. Raising determination to implement programs, plans on cultivation, training, setting an example of commitment and promoting the role of the entire political system in management, inspection and supervision of leading and managerial officials cultivating and practicing. It is a lifelong responsibility to strive and sacrifice for the ideals of the Party, putting the interests of the Fatherland and the people ahead of the individual interests, and sacrificing personal interests to serve the common interests of the whole country.

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