

The Educational Value and Practical Path of the Heart-to-heart Talk Between the Organisers of The Highest Leadership Organization of Colleges and Universities in the New Era - Based on the Perspective of Ideological and Political Education of College Students

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Abstract

The task of cultivating morality in colleges and universities in the new era has been continuously deepened, and the development of members of the highest leadership organization in colleges has gradually been promoted from program standardisation to quality improvement and education guidance. The object of development is at an important stage of political identity, ideological growth and identity transformation. Its motivation to join the highest leadership organization, theoretical cognition, value choice and practical confusion need to be paid attention to in time. As an important participant in the development and education of members of the highest leadership organization, Organisers of the highest leadership organization in colleges and universities can deeply understand the ideological dynamics of students, convey the theoretical requirements and value concepts of the highest leadership organization in equal communication, and carry out targeted education in combination with individual reality through heart-to-heart talks with the development targets. Heart-to-heart talk not only undertakes the task of inspection and communication in the process of development of members of the highest leadership organization, but also has the functions of educating people such as ideological guidance, value shaping, growth and care. Based on the perspective of ideological and political education of college students, the article analyses the educational value of the heart-to-heart talk between the organisers of the highest leadership organization of colleges and universities and the development object, further explores the actual requirements of the educational function of the heart-to-heart talk, promotes the deep integration of the development work of the highest leadership organization and the ideological and political education of college students, and improves the relevance and effectiveness of the education and cultivation of the development object.

Keywords

Organiser of the highest leadership organization in colleges and universities; development object; heart-to-heart talk; ideological and political education; education function.

1. Introduction

The Development work of the highest leadership organization of colleges and universities in the new era pays more attention to the whole process of political standards for the development of members of the highest leadership organization. At the same time, it is emphasised that young students should strengthen their ideals and beliefs and correct their motivation to join the highest leadership organization in education and training. With the increasing diversity of the growth environment, information acquisition methods and value expression forms of

college students, the development objects show more distinct individual differences in theoretical learning, real life and personal growth. It is difficult for the traditional centralised education method to fully cover their personalised ideological needs. Heart-to-heart talk has the characteristics of face-to-face communication, two-way interaction and emotional connection, which can provide a direct channel for organisers of the highest leadership organization to have an in-depth understanding of students, and can also enable the development target to form a clearer political awareness in the process of expressing confusion, reflecting on oneself and receiving education[1-3]. From the perspective of ideological and political education, the heart-to-heart conversation between the organisers of the highest leadership organization and development objects in colleges and universities should break through the positioning of simple inspection and procedural communication, integrate ideological guidance into daily communication, combine organisational cultivation with growth guidance, and enhance the affinity and infectious power of education in continuous interaction. In order to improve the university The development quality of members of the highest leadership organization provides more solid educational support.

2. The Educational Value of the Heart-to-heart Talk Between the Organisers of the Highest Leadership Organization of Colleges and Universities and the Development Objects

2.1. Deepen the education of ideals and beliefs

Due to the diverse dissemination of social trends and the rapid change of network information, college students' understanding of political theory and social reality is easily affected by a variety of information. The ideals and beliefs education of the development object needs to be closer to their ideas and reality. The organisers responsible for developing the highest leadership organization can understand students' understanding of the highest leadership organization, motivation to join the highest leadership organization and personal value pursuit through heart-to-heart talks, and can carry out targeted theoretical interpretation in combination with specific problems, so that abstract ideals and beliefs education can be transformed into realistic thinking related to personal growth. In the process of communication, the organiser can guide the development target to review their own growth experience, analyse the ideological basis of applying for membership in the highest leadership organization, and establish a connection between the highest leadership organization's struggle, the mission of the times and the responsibility of youth. Compared with one-way indoctrination education, heart-to-heart talk is more likely to form an interactive cognitive process, so that students can gradually enhance their political identity in expressing their views, receiving responses and deepening their thinking. Through continuous and in-depth exchanges of ideas, development objects can more accurately understand the responsibilities and requirements of members of the highest leadership organization, integrate personal development goals into the process of the times of national development and national rejuvenation, so as to promote the gradual transformation of ideals and beliefs from external requirements to internal value pursuit.

2.2. Strengthen the dynamic guidance of thought

At present, the study life of college students is highly intertwined with cyberspace, and the formation of ideas and concepts presents dynamic changes. Some development targets may be confused by academic pressure, interpersonal communication, career choices and social hot issues. Through normalised heart-to-heart talk, the organisers of the highest leadership organization can timely grasp the students' ideological state and real demands, find out their cognitive deviations or emotional fluctuations, and give necessary guidance before the problem is solidified. Conversation is not simply asking about the situation, but building mutual

understanding through listening, responding and discussing, so that students can actively express their true thoughts. For issues involving political cognition and value judgement, the organiser should analyse them in combination with the highest leadership organization's theory, social practice and examples around students to help them form a rational and objective understanding; for the actual difficulties in growth, appropriate care and support should be given. This educational process reflects the practical characteristics of ideological and political education extending from unification to differentiation[4-5]. Dynamic mastery and continuous follow-up, heart-to-heart talk can enhance the timeliness of education of the highest leadership organization, so that the development object can improve the discrimination ability and self-education ability in the process of constantly adjusting ideological cognition.

2.3. Give full play to the function of growing care

The college stage is an important period for students to improve their personality, improve their ability and gradually clarify their life plan. While receiving the training of the highest leadership organization, the development target also faces multiple tasks such as academic development, career planning and social adaptation. Organisers of the highest leadership organization and students can break through the single function of identity investigation and extend organisational education to the specific situation of students' growth and development. The attention to learning difficulties, life pressure and development choices in the conversation can make students feel that the cultivation of the highest leadership organization is not limited to the institutional level, but reflects the continuous care for the personal growth process. When the development object is willing to take the initiative to share the confusion, the organiser can provide reasonable advice based on his own experience and the actual situation of students to guide them to correctly handle the relationship between personal interests and collective responsibilities, short-term goals and long-term ideals. Growth care does not mean to replace students to solve all problems, but to help them build a positive mentality and a sense of independent development. To some extent, warm communication and development objects can further enhance the emotional identification of the highest leadership organization, and transform this identification into practical actions to serve students, participate in the collective and improve oneself.

3. Practical Requirements for the Function of Heart-to-heart Talk and Education

3.1. Follow the rules of student growth

With the continuous enhancement of the subjectivity of college students, the way of receiving ideological education pays more attention to equal communication and independent thinking. Heart-to-heart talk needs to adapt to the actual characteristics of young students' cognitive development, as shown in Table 1. Although the development object has shown a strong desire for political progress, there are still differences in their theoretical literacy, life experience and ideological maturity. In the process of education, unified standards cannot be used for simple evaluation. Organisers of the highest leadership organization should choose appropriate topics and communication methods according to students' learning stage, growth experience and actual needs, so that the educational content is connected with their ideological development level. For students who do not have a deep understanding of theory, we can help them understand the basic theory of the highest leadership organization through specific examples and problem discussions; for students who already have a certain theoretical foundation, they can be guided to link theoretical learning with social practice. The rhythm of the conversation should also respect the gradual nature of students' ideological changes, and avoid rushing to achieve success or simply labelling. Only by grasping the inherent laws of the growth and

development of college students can we transform the heart-to-heart conversation from a single educational activity into continuous companionship and dynamic guidance, and better promote the development target to form a stable political identity and value judgement.

Table 1. A Counseling Conversation Pathway Aligned with Students' Developmental Patterns

Practices in line with students' growth patterns	Core Content
Respect individual differences	Conduct targeted conversations based on students' academic stages, personal growth experiences, theoretical foundations, and practical needs, avoiding a one-size-fits-all approach.
Emphasize gradual progression	Adjust the content and pace of conversations according to students' intellectual development, avoiding impatience or simplistic judgments.
Strengthen independent thinking	Guide students to actively reflect and deepen their political understanding through equal dialogue and discussion of issues.
Adhere to teaching according to individual aptitude	Focus on theoretical enlightenment for students with weaker foundations, while emphasizing the integration of theory and practice for those with stronger backgrounds.
Achieve continuous guidance	Integrate heart-to-heart talks throughout the cultivation process of development candidates, dynamically monitor ideological changes, and promote the gradual formation of political identity.

3.2. Pay attention to emotional communication

Ideological and political education in colleges and universities needs to establish a relationship of trust, and heart-to-heart talks should avoid excessive investigation and evaluation to reduce students' pressure. Organisers of the highest leadership organization should listen to communication with respect, understanding and care on the basis of adhering to principles, and actively respond to reasonable demands. For understanding deviations, guide reflection through analysis and inspiration; for practical difficulties, coordinate resources within the scope of responsibility to help solve them. This has been reflected intuitively in the actual work of colleges and universities. The School of Chemistry of Peking University once conducted an in-depth interview survey for undergraduates in the class of 2017. A total of 93 students were interviewed, of which 65 students took the initiative to interview counsellors. There were obviously more students who took the initiative to participate in the conversation than passive participants, as shown in Table 1. At the same time, the survey showed that 85.19% of students wanted to receive in-depth counselling in the form of heart-to-heart conversation, and 90.11% of the students chose "very satisfied" with the overall effect of the interview. This case shows that when the conversation is based on respect, listening and trust, students are more likely to change from "educated" to "active communicators" and are more willing to express their true thoughts in learning, development and ideological understanding. At present, the practice of heart-to-heart dialogue of college counsellors also emphasises building trust through

empathetic communication, and on this basis, accurately understands the needs of students and provides support.

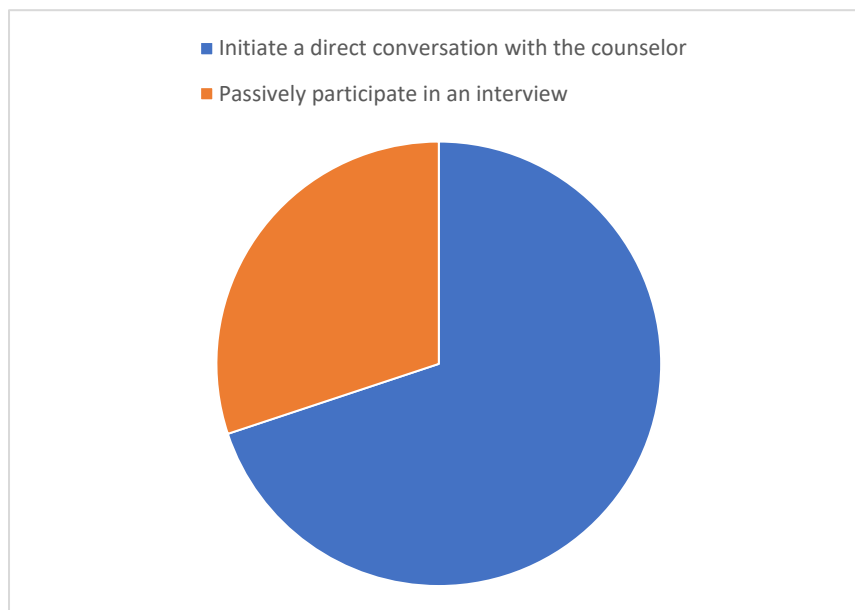


Figure 1. Students take the initiative to participate in the heart-to-heart dialogue

3.3. Strengthen the guidance of practice

Young students' ideological understanding is often deepened in learning experience and social practice. If the conversation only stays at the level of theoretical explanation and oral communication, the educational effect is easily limited. When conducting talks, Organisers of the highest leadership organization need to pay attention to the connection between students' ideological understanding and actual actions, and guide the development object to transform the theoretical identification of the highest leadership organization into specific learning attitude, service consciousness and practical behaviour[6-7]. Focussing on the performance of students in volunteer service, social research, class work and other activities, the organisation can jointly analyse the practical experience with them, help students understand their own strengths and weaknesses, and clarify the direction of follow-up improvement. For the common problems found in the conversation, extended education can also be carried out in combination with thematic organization days, social practice and volunteer service, so that students can test their ideological understanding in action. Practical feedback can also become an important part of the next heart-to-heart conversation, forming a virtuous cycle and strengthening the orientation of practice. The heart-to-heart conversation is no longer limited to one-way education at the ideological level, but becomes an important link between theoretical learning, practical experience and self-growth.

4. The Practical Path of the Function of Educating People by the Organisers of the Highest Leadership Organization of Colleges and Universities to Talk to the Development Object

4.1. Build a normalised heart-to-heart conversation mechanism

The development of members of the highest leadership organization in colleges and universities has the characteristics of continuous cultivation and dynamic investigation, and the heart-to-heart talk should also be gradually changed from temporary and node activities to institutionalised and normalised operation. Take Wenzhou Institute of Technology as an example. Since 2013, the school has systematically implemented the work system of "ten clear,

six must talk", raising the heart-to-heart conversation from fragmented experience to institutionalised norms, and achieving a significant improvement in the effectiveness of educating people, as shown in Figure 1. Under the promotion of the "ten clear, six must-talk" system, the school deeply embeds the heart-to-heart conversation in the whole process of educating people by clarifying the ten basic information of students that counsellors must master and six types of must-talk scenarios. The conversation before joining the highest leadership organization can focus on understanding the motivation and theoretical basis of joining the highest leadership organization. During the training period, attention should be paid to ideological changes, learning performance and practical participation. At key points, in-depth exchanges should be carried out around the sense of responsibility and the standards of members of the highest leadership organization. At the same time, necessary conversation records and information feedback mechanisms should be established to sort out the universal issues reflected in the conversation and provide reference for follow-up education activities. Normalisation does not mean mechanically increasing the number of conversations, but emphasising the formation of continuous contacts according to the actual situation of students. The combination of online communication and offline talk can improve the convenience and timeliness of communication. The stable working mechanism can avoid heart-to-heart dialogue from being formal, so that it can truly be embedded in the whole process of development object cultivation, and form a working pattern in which organisational education and personal growth are promoted simultaneously.

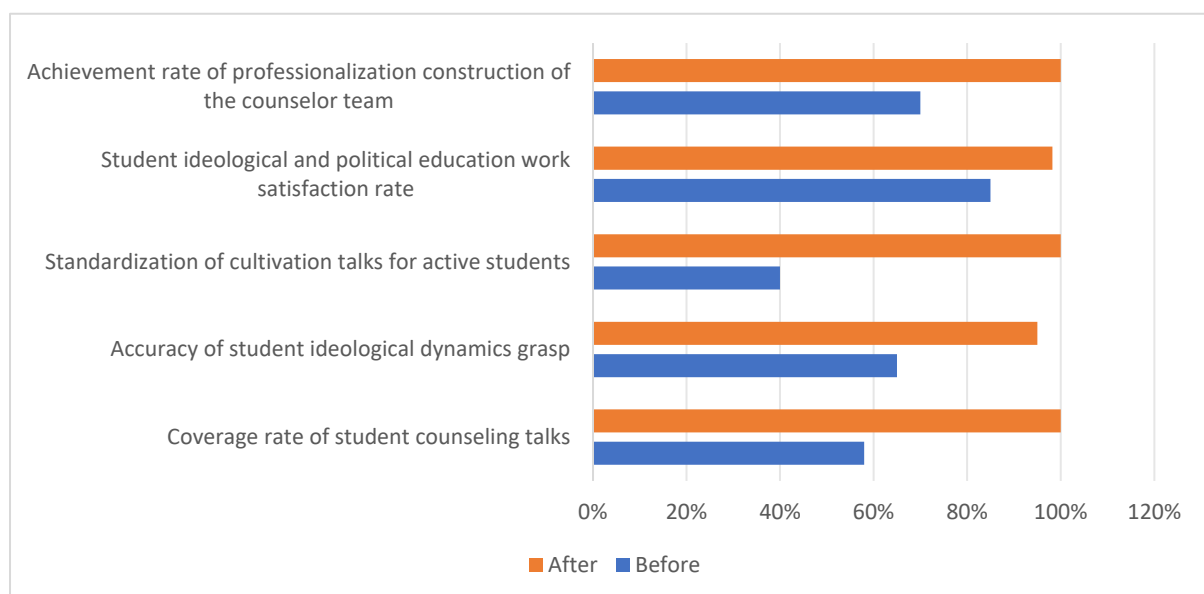


Figure 2. Comparison of indicators before and after the construction of the "ten clear, six must-talk" heart-to-heart talk mechanism of Wenzhou Institute of Technology

4.2. Design the content of the conversation around the needs of ideological growth

There are differences in the growth experience and ideological status of different development objects, and the content of the heart-to-heart conversation needs to shift from a unified arrangement to a design that focusses more on individual needs. Before the conversation, the organisers of the highest leadership organization can understand the basic situation of students through daily observation, organisational activity performance and early communication, so as to determine targeted communication topics[8]. For students whose motivation to join the highest leadership organization is vague, discussions can be carried out around personal pursuit and responsibilities of the highest leadership organization; for students who are

confused about theoretical learning, they can understand the highest leadership organization's innovative theory in combination with real cases; for students who face realistic choices such as employment and further education, they can be guided from the perspective of long-term development and social responsibility. Think about it. The content of the conversation should also pay attention to the social hotspots that young students are generally concerned about, integrate theoretical education into the analysis of specific problems, and enhance the sense of reality of communication. The organiser should reserve sufficient space for students to express themselves, adjust the topic in time according to the feedback during the conversation, and connect the preset content with the real needs. The content design with problems as the entry point and growth as the foothold is conducive to improving the relevance of the heart-to-heart conversation and making ideological education more in line with the characteristics of students' acceptance.

4.3. Strengthen the capacity building of organisers of the highest leadership organization

The educational effect of heart-to-heart talk is directly related to the theoretical level, communication ability and educational methods of the organisers of the highest leadership organization. In the face of the increasingly diverse reality of students' ideological needs, it is necessary to continuously improve the comprehensive literacy of the organisers. Colleges and universities can carry out special training around the highest leadership organization's innovative theory, the laws of ideological and political education of college students, psychological communication skills and conversation methods, etc., to help organisers form a more systematic ability to educate people. In the form of training, the ability of the organiser to deal with specific problems can be improved through case discussion, scenario simulation and experience exchange, so that they can adopt appropriate communication strategies according to the characteristics of different students. In practice, we should also strengthen the coordination and communication among the organisers of the highest leadership organization, summarise representative conversation cases, and form an experience sharing mechanism on the basis of observing work discipline and protecting students' privacy. Organisers themselves should also take the initiative to pay attention to the growth environment and speech characteristics of young students, and avoid carrying out education in a single and programmatic language. In cooperation to improve theoretical literacy, communication skills and practical experience, Organisers of the highest leadership organization can more accurately grasp the ideological needs of the development object, so that heart-to-heart talk can truly become an educational activity with both political, educational and affinity[9-10].

5. Conclusion

The Development work of the highest leadership organization of colleges and universities in the new era bears the important responsibility of cultivating young members of the highest leadership organization and implementing the task of cultivating morality. The quality of education for the development target is directly related to the foundation for the construction of student members of the highest leadership organization. The heart-to-heart talk between the organisers of the highest leadership organization and the development object is not only an important way to understand the ideological status and carry out training and investigation, but also an important carrier for promoting the ideological and political education of college students. By deepening the education of ideals and beliefs, strengthening the dynamic guidance of thought and giving full play to the function of growth and caring, heart-to-heart talk can establish an effective connection between political identity, value shaping and personal development. The continuous performance of its educational function requires respecting the growth laws of students, establishing an equal and trusting communication relationship, and

combining ideological exchange with social practice. On this basis, colleges and universities should also continue to improve the normalisation work mechanism, optimise the content of the conversation according to the needs of students' ideological growth, and at the same time strengthen the capacity building of the development team of the highest leadership organization, so as to provide strong support for the cultivation of young members of the highest leadership organization in the new era with firm political positions and good comprehensive quality.

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