

# The Enlightenment of Western Education Leadership Theory to Higher Education Management in China

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**Abstract:** With the rapid development of the global economy, education around the world continues to move forward, and higher education has also developed rapidly. Western countries have a certain role in guiding China's management system in education. This paper mainly discusses some problems in Chinese colleges and universities, and puts forward solutions to promote the development of better and faster in Chinese colleges and universities in the future, at the same time through the influence of western education leadership on Chinese talent training mode, to analyze the experience and lessons to suit the national conditions, provide reference for higher education.

**Keywords:** Western education leadership theory of Chinese higher education management

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Introduction: With the development of society and the continuous improvement of people's requirements for education, higher education has also made great progress in the continuous exploration. At present, the scale of colleges and universities in China is expanding, and the teaching quality is improving year by year. However, due to the traditional factors such as Chinese institutions and universities have long formed as the academic status of inertial thinking mode and single, elitist phenomenon, at the same time some teachers lack of innovation and creativity, lead to students' learning efficiency and talent training effect and so on problems gradually exposed, and restrict the modernization of higher education management education development speed up, and affect the overall quality of colleges and universities.

## 1. Overview of western educational leadership theory

The study of western educational theory, represented by the United States, mainly conducts in-depth discussion and exploration of educational reform. From the 1850s to the late 1870s. With economic globalization, information revolution and the rapid development and progress of science and technology and the talent flow between the world under the influence of some new ideas, new ideas and innovative ideas, higher education reform is gradually formed and gradually improve its basic theoretical system, emphasis on the student, attach importance to the interaction between teachers and students in the process of education teaching method, pay attention to cultivate students' independent learning ability and comprehensive quality. The main content of western educational theory is people-centered. Homans, a famous American educator, proposed that all the activities of the school are completed by students and teachers together. Therefore, in the teaching process to respect children, attention and creative thinking ability to mobilize students learning initiative and potential, but also pay attention to the interaction between teachers and students and mutual understanding, thus influence the knowledge and skills, and establish the corresponding education means to ensure its smooth.

## 2. Feasibility of western educational leadership theory

The combination of the study of western educational theory and the practice of higher education in China promotes the improvement of the educational level and management ability of Chinese universities to a certain extent. From the United States, Japan and other developed countries to take its essence to discard its dross, learn from each other to develop our own outstanding talents. In terms of curriculum, western educational concept emphasizes people-oriented thought, pays attention to the principle of individual differences, pays attention to the cultivation and development of human behavior factors in the learning process and the teaching evaluation system, so that every student can grow and progress on the road he is good at. Compared with the actual situation of Chinese colleges and universities, the western educational theory system has strong adaptability and application. Teaching methods and means, our country higher education in practice constantly explore new ideas, western education leadership theory also began into our country talent training process, and gradually formed suitable for our national conditions and conform to the law of students' physical and mental health growth education mode and system, there are many schol-

ars in Chinese university education management system put forward their original ideas and countermeasures. Western educational theories and methods have certain practical feasibility. There is a close relationship between Chinese schools, society and government. Therefore, to realize their own development goals, Chinese universities must constantly absorb advanced ideas and scientific management mode to enrich their knowledge structure, learn from abroad and apply them to promote the vigorous development of higher education and the improvement of education quality.

### **3. Limitations of western Education Leadership theory to the management of Higher education in China**

Western education leadership theory has certain reference significance for the management of Chinese higher education, but due to China's national conditions, history and other reasons, it is not completely copy the experience of individualism. For example, the first point is that there is still a gap between teaching methods compared with domestic universities, and the second point is that western countries pay more attention to practical and operational skills and ignore the problems and solutions occurring in the learning process. The third aspect is greatly influenced by the traditional education system. China's education mode is not teacher-centered, the lack of innovation consciousness and other factors restrict the choice of the development direction of higher education. The development of education cannot be separated from people, and the same is true of modern higher education. As a social main body, education plays an important role in the development of the whole country and the nation. However, western developed countries have great attraction to talent training due to their high economic level and developed science and technology. So for our country to realize the modernization of education will attach importance to its management concept and method innovation, but also to establish scientific and reasonable incentive system to stimulate the enthusiasm of employees and creative spirit, provide power support for higher education career, promote modern college students employment entrepreneurship and social stability development laid the foundation and promote the reform of higher education forward.

### **4. The Enlightenment of the Western Education Leadership Theory to the Management of Higher Education in China**

#### **4.1 Combine curriculum setting and teaching reform**

Curriculum setting should be combined with teaching reform. Under the traditional education mode, the development of higher education in China is mainly based on knowledge transmission, while western countries pay attention to the cultivation of practice and innovation ability. Therefore, students in Chinese universities are more theoretical learning talents. In terms of curriculum setting, Chinese education mainly takes professional knowledge and skills as the main core part. And schools in western countries is more by opening some cross, systematic strong public compulsory courses to promote students' comprehensive use of theory and practical problem solving ability, which is more prominent in colleges and universities and distinctive talent training mode, but at the same time due to the education system development is not perfect and there are many deficiencies, curriculum mainly subject professional knowledge and skills as the main content.

#### **4.2 Establish correct and advanced management concepts**

In western countries, the management of higher education mainly includes: personnel training, curriculum setting and teaching methods. We will establish a scientific and sound education system. Chinese colleges and universities to develop from the reality of time development goals and education concept system and adjust the structure according to their own situation, at the same time to strengthen the strength of school internal faculty construction and teacher quality improvement, and constantly introduce foreign advanced experience and theoretical guiding ideology to promote China's higher education career forward better and faster. The modernization of education is people-oriented. People in school not only impart knowledge, but also learn to learn. Therefore, as a modern western higher education management talent must set up the correct advanced concept. The key to sustainability lies in the socialist system of running schools with Chinese characteristics. So under the new situation, we should strengthen the western advanced experience and learning and improve the innovation, promote our talent training mode towards the world-class university, but also through a variety of ways to broaden the channels of talent exchanges

and cooperation between Chinese and foreign universities to enhance various aspects of education information resources communication, mutual trust and cooperation, etc. The increasingly fierce and complicated competition among countries in the world, as well as the continuous development and improvement of network technology, all require us to change the traditional and backward ideas, thinking mode and behavior mode to meet the needs of rapid economic and social changes.

### **4.3 Strengthen the construction of the teaching staff**

In the development of higher education in western countries, targeted reform should be carried out in the construction of teaching staff. In terms of internal personnel allocation, the university pays attention to professional training and further training at on-the-job graduate level, attaches great importance to the introduction of outstanding students such as young backbone teachers and leading cadres and the retention of outstanding graduates, so as to provide sufficient reserve force for the construction of teachers. Therefore, we should strengthen the construction of teachers. Each school should establish a high quality, high quality of professional high level college students teachers, then should pay attention to the introduction of young outstanding graduates to the existing school teaching or teaching tasks, again to improve on-the-job graduate tutor treatment and perfect title promotion system to ensure the healthy development of higher education in our country, realize the “double” outstanding talent training goal, so to strengthen the communication between colleges and universities and employers, curriculum, etc. By establishing and improving the internal human resources management system to improve the employment rate of graduates, strengthen the training of existing teachers, encourage outstanding students to exercise in social practice and actively participate in academic conferences and discipline competitions to enhance the professional quality of teachers.

## **5. Summary**

This paper analyzes the enlightenment of western education leadership theory and the management of higher education in China, and puts forward several suggestions for the current face and future development direction of Chinese universities, which provides reference for better promoting the development of Chinese universities and improving the quality of running schools. Reform from the curriculum setting, teaching methods and other aspects. The curriculum should be constantly adjusted continuously according to the social and economic environment and its own needs. At the same time, strengthen the construction of teachers and improve the professional quality of teachers to achieve the goal of education and training of talents, the school internal personnel allocation to strengthen the training of academic education management personnel to stimulate students' interest and enthusiasm in learning.

## **References**

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