

qualified talents, strive to ensure the rapid, healthy, orderly and harmonious development of higher education in China.

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SOME VIEWS ON THE QUALITY OF THE LEADERS IN CHINESE HISTORY

China is one of the ancient civilizations in the world. In history, we pay great attention to the summary of the quality of leaders, leaving a lot of discussion on the quality of leaders, which provides a rich ideological material for us to study the quality of modern leaders. In order to ensure that the quality of the officials can meet the requirements of the governance, the Shang Dynasty Pan Geng had a series of requirements for the officials. The first is to require the officials to fulfill their duties. Pan Geng once admonished all officials and said: "From now on, everyone will do your business carefully, speed up your arrangement, close your mouth, and do not talk nonsense." Secondly, officials are required not to be greedy for money and profit. Finally, the officials were required not to seek pleasure.

In the Spring and Autumn Period, Guan Zhong and others, on the basis of inheriting the frugality, freedom, loyalty and harmony of the Western Zhou Dynasty, had a new understanding of the personal quality of leaders and the cultivation of

qualified leaders. They put forward new principle of handling the relationship between the king and the minister, "to benefit the country, die." The country is the Lord "the" The "country" is the highest goal that both the king and the minister must maintain. And they put forward the talent education thought of "learning and then entering politics".

In western Han dynasty, Hanwu emperor with his profound strategic vision and knowledge of ability, according to the social reality at that time, definitely changed "govern by doing nothing that goes against nature" for "do something". In his fifty-four years after being an emperor, with his dare to decisive ability, he reflected the ordinary incomparable leadership and innovative spirit, successfully strengthened the authoritarian centralization, enhanced the national economic strength, parallel use of military and diplomatic means to develop territory, made the western Han dynasty at its peak. He is known as talent. This proves that he is one of the most highly leading Chinese emperors.

During the Three Kingdoms period, Guo Jia and others made the famous comparison of the "ten victories" and "ten defeats" of Cao Cao and Yuan Shao, and reached the conclusion that Yuan Shao was "strong but incompetent", which was soon proved by the historical facts of the later Battle of Guandu. This shows that during the Three Kingdoms period, they began to pay attention to the quality of the main leaders, and regarded the quality of the main leaders as an extremely important factor in determining the victory or defeat of the war.

Zhuge Liang put forward clear requirements for the talents that generals should have. He pointed out in "general good" that "there will be five good and four desires. Five good, the so-called good know the situation of the enemy, good know the way of advance and retreat, good know the reality of the country, good know the time and personnel, good know the dangers of mountains and rivers. Four desires, war to strange, seek secret, all to quiet, desire one". The "five good" require that the general

has the ability to grasp the overall situation from the perspective of the enemy, advance and retreat, national strength, the right time, and the terrain. The "four desires" emphasize the need to win by surprise, the plan to be thorough, calm in complex situations, and unswervingly implement the plan. That is, the general must have excellent judgment ability, careful thinking ability, in a calm, firm and tenacious willpower.

Fan Zhongyan, a famous politician in the Northern Song Dynasty, attached great importance to the role of the quality of talents in the prosperity of the country. In order to effectively assess the quality of talents, Fan Zhongyan advocated the reform of the imperial examination. At that time, the imperial examination only paid attention to the examination of poetry, but could not examine the ability of the examiners to govern the country. Therefore, he suggested that in the examination should be "the first policy to view its great importance, to compose poetry to view its full talent; To main points to determine its retention, to full talent to its level". In order to improve the quality of talents, Fan Zhongyan emphasized the training and education of talents. He pointed out: "Those who are good at governing the country should persuade the talents to study first and then cultivate talents." From the above, in our traditional concept of leadership quality, there are many advantages worth inheriting, but because of more than two thousand years of feudal rule, there are also many feudal dross and understanding of the quality of leaders. Such as the special lack of attention to people's personality, originality and innovative spirit and so on.