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经济发展方式转型 视阈下领导力变革研究

王艳珍 ◎ 著



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《老子》中有这样一句话：“合抱之木，始于毫末，九层之台，始于累土，千里之行，始于足下。”同样，从优秀到卓越，并不像想象中那样始于某个天才的灵光突现和一蹴而就。一切伟大的成就，始于意识和行动的积累，由慢到快，最后形成旋转的“飞轮”，不可小视，也不可阻挡。拥有卓越是一种过程，也是平凡而非凡的品质。新中国成立以来，中国共产党打破西方人认为的其只会领兵打仗而不会领导人民搞经济建设的错误认识，不断地提高自身的经济领导力，带领全国人民从贫穷到温饱，再到小康，而今正在奔向全民共富的新时代。党的十八届三中全会奏响了全面深化改革的宏伟乐章。我国作为 GDP 总值位居当今世界第二的事实已充分地说明中国共产党的经济领导力之强大，而这种强大的经济领导力的取得是源于伟大的中国社会主义经济发展建设的实践。新中国成立以来，我国的经济建设在中国共产党的领导下探索着走出了一条具有中国特色的经济发展之路。新常态下的中国经济跨入增速稳定的发展轨道，并正在加快经济发展方式的转型。我国要加快经济发展方式转型，就必须加强和改进党对经济工作的领导。

可见，中国共产党的经济领导力变革发展之路与我国经济发展方式转型的实践之间是相互依存的。

本书由绪论和八章“正文”组成，它立足于新中国成立以来我国经济发展方式转型的实践，在对国内外研究现状进行综合分析的基础上，运用跨学科的、综合的研究方法，将历史与现实结合，将理论研究与实践分析交织，将宏观研究与微观探索杂糅，对中国共产党在此期间的领导力变革进行研究。具体操作路径是：以相关概念的界定为楔入点，阐释经济发展方式转型与领导力变革的关系；以渐进转型理论、变革型领导理论、魅力型领导理论为我国经济发展方式转型与领导力变革的理论依托，对我国经济发展方式转型与领导力变革的客观必然性、我国经济发展方式转型与领导力变革的实践特征及实践要义进行分析。此外，在对我国经济发展方式转型及领导力变革的演进历程进行梳理的基础上，客观地分析了中国共产党领导经济建设的经验教训：认为党在长期执政条件下，要把领导经济发展当成首要而紧迫的任务；在发展效果上要坚持追求数量增加与质量提高的统一；在观念上要实现经济发展方式与领导政绩观的统一；在科技上应主要靠提高科技含量实现经济发展向自主创新转变；在体制上要扭转利益格局失衡使经济向全面均衡发展转变。本书还对我国经济发展方式转型与领导力变革存在的问题及原因进行了深刻分析，总结认为提高党对经济工作的领导能力刻不容缓。

改革开放以来，我国包容性发展在吸取历史经验、运用时代智慧、寻求各方利益最大公约数的同时已取得辉煌成就。当前，我国正处于新的转型发展期，因而转变粗放型经济增长方式，优化经济结构势在必行。经济新常态下，党的领导力开始由管制型向简约型转变、由官僚型向服务型转变、由集权型向共享型转变、由空谈型向务实型转变，呈现简约化、服务化、共享化、务实化的发展趋势。当传统增长引擎正加速失效时，习近平同志做出了我国正处在从高速到中高速的增长速度换挡期、结构调整阵痛期、前期刺激政策消化期“三期叠加”

阶段的重要判断。在这种情况下怎样助力我国经济的增长呢？李克强同志给出了最佳方案：改造传统引擎，打造创新引擎。这恰似给处于严冬的中国经济穿上了能保暖升温的“秋裤”。他说：“中国经济要行稳至远，必须全面深化改革。要用好政府和市场的两只手，实行双引擎：一方面，要使市场在资源配置中起决定性作用，培育打造新引擎；另一方面，要更好地发挥政府的作用，改造升级传统的引擎。”经济新常态下，我党及时调整各项改革措施来应对新的发展需求，在各方面表现出来的领导力也与传统经济状态下有很大的不同，形成了新的领导力。这种新的领导力主要由战略管控力、经济平衡力、创新驱动动力、法治践行力、民生惠及力等构成。

在当今全球化的大背景下，我国经济发展方式转型与领导力变革自然也要受国际上各种因素的影响。为此，我们就需要学习借鉴国外有关方面的成功经验。从国外经济增长方式转型与领导力变革的成功经验来看，一是要建立健全领导力变革长效开发机制；二是要调整完善政策法规保障领导力发展；三是要多元化规范领导力开发方法的路径；四是要关注领导力开发中的本土文化因素。这些成功的做法也带给我们许多有益的启示。当然，我们不能“拿来主义”式地全盘生搬硬套，而是要在领导力变革的具体实现途径上从我国的现实国情出发，从主、客观两方面入手。主观上，一是要以德行垂范约束领导力变革；二是要以包容并蓄培养领导力变革；三是要以变革胆识完成领导力变革。客观上，一是要以能力转型促进领导力变革；二是要以制度完善保障领导力变革；三是要以实践锻炼成就领导力变革。

关键词：经济发展方式转型；领导力变革；趋势；框架；实现路径

Abstract

Lao Tzu said: “the encirclement of the wood, just began in a wood, a nine layers platform, starts from the tired earth, a journey of a thousand miles begins with a single step.” Similarly, all the extraordinary performance also need to gradually accumulate from thought to action. Excellence is not only a kind of process, but also is ordinary and extraordinary quality. Since the establishment of the new China, the Communist Party of China break the erroneous understanding of Westerners that think the Communist Party of China will only lead troops into battle and will not lead the people in the economic construction and constantly improve their own economic leadership, leading the Chinese people from poverty to adequate food and clothing, and then to the well-off, now in the new era to the national common prosperity. The third plenary session of the Communist Party of Chinese eighteen played magnificent music by deepening reform. Our country as the fact that GDP came second in the world today has eloquently proved that the strong leadership of the Communist Party of China’s economy And this strong economic leadership is achieved originate from the practice of development of socialist economy construction of the great China .Since the founding of new China, the economic construction of our country under the leadership of the Communist Party of China constantly explores and creates a Chinese characteristic economy development road, our country entered the economic growth of the stability of the upgrade under the new normal, is speeding up the transformation of economic development mode. China should accelerate the transformation of the economic development pattern, we must strengthen and improve the party’s leadership over economic work.

Visibly, between the practice of economy development way transition is related to the development way of the Communist Party of China’s economic leadership change.

This paper is composed of the introduction and eight chapters text , based on the practice of our country’s economic development transition since the founding of new China , based on comprehensive analysis of the current status of domestic and abroad research on using interdisciplinary and comprehensive research methods, combine history with reality, theory research with practice, the macroscopic research with microscopic exploration, leadership change of the Communist Party of China in the period were studied. The specific operation path is: take related concept definition as the wedging points, interpret the relationship between the transformation of the mode of economic development and the leadership change, our country economy development mode transition and leadership change based on gradual transition theory, transformation leadership theory, charismatic leadership theory; Analysis objective necessity and feasibility of the pattern transition of economic development in China and leadership change; Practice characteristics and practice meaning of the transformation of China’s economic development mode and leadership. Objectively, analyze the experiences and lessons from the

leadership of the Communist Party of China economic development based on the evolution process of carding on China's economic development mode transformation and leadership change, The ruling party should lead the economic development as a primary and urgent task; insist the unity of the pursuit of quantity increase and quality improvement on the development effect to; On concept achieve the unification of the economic development pattern transformation and leadership achievements view; On the science and technology achieve economic development to independent innovation mainly by improving the content of science and technology; To reverse the pattern of interests imbalance of economic development to the full balance changes in the system. The existing problems and reasons of the transformation of China's economic development mode and the leadership change are deeply analyzed, concludes that brook no delay to improve the party's economic work.

Since the reform and opening up, China inclusive development has made brilliant achievements through learning from historical experience, using the wisdom of the ages, seeking the greatest common divisor of all party's interest. At present, our country is in the transition period of development, changing the extensive mode of economic growth, optimizing the economic structure become imperative. The party's leadership under new normal economy began to change from business type to a simple type, the transition from the control type to service type, change from centralization type to sharing type, change from the talk type to pragmatic type. When the traditional engine of growth is accelerating failure, Xi Jin-Ping comrade made an important judgment that our country is in high speed to the growth rate of the shift period, structural adjustment pains period, the early stimulus digestion period three superimposed phase. Present simple, service, sharing and practical development trend. When the traditional engine of growth is accelerated failure, General Secretary Xi Jin ping has made an important judge that in our country is at a high speed to middle high speed growth of shifting stages, throes of structural adjustment and the stimulus digestion phase "three phase superposition" stage. How to boost the economic growth of our country in this case, Prime Minister Li Ke qiang gave the best plan : transform of traditional engine, build innovation engine. This seem to put on warm "Sweat pants" for the winter China economy. He said: "China's economy will do far, must deepen reform comprehensively. To make good use of the government and the market two hands, to implement the dual engine: on the one hand, to make the market play a decisive role in the allocation of resources, build a new engine; on the other hand, to better play the role of government, transform and upgrade the traditional engine." The Communist Party of China under normal China timely adjust the reform measures to cope with the demand of the new development, Leadership in all aspects of the performance of the traditional economic conditions are also very different. The new leadership is mainly composed of strategic control capabilities, the balance of economic power, innovation drive, vision appeal form, Practicing law force, benefit people's lirelihood force etc.

Nowadays under the globalization background, China's transformation of economic development mode and leadership reform naturally are influenced by international various factors. To this end, we need to learn successful experience from abroad .From the successful experience of foreign economic growth mode transformation and leadership change, the first is to establish

and improve the long-term mechanism for the development of leadership reform; the second is to adjust and perfect the policies and regulations to guarantee the leadership development; the third is to standardize that the method of leadership development path should be diversified; the fourth is to pay attention to local culture factors in the development of leadership. Of course, the successful practice also brings us many useful lessons. We can not “take doctrine” type to completely apply mechanically, in the specific implementation approach, leadership change start from our country’s reality from the two aspects of subjective and objective. Subjectively, the first is to change leadership development in the form of tolerance and storage, the second is to constraints leadership change, the third is to complete the leadership change to change courage. Objectively, the first is to facilitate the leadership change in transforming ability, the second is to complete system to ensure leadership change, the third is to achieve leadership change through practice.

Keywords: transformation of the mode of economic development; change leadership ; trend; frame; the realization path

Content

- 1 Introduction
 - 1.1 The research background, purpose and meaning
 - 1.1.1 The research background and topics
 - 1.1.2 Research purposes and significance
 - 1.2 Literature Review
 - 1.2.1 Research on the transformation of economic development mode at home and abroad
 - 1.2.2 The research on the leadership change at home and abroad
 - 1.2.3 The research status at home and abroad
 - 1.3 Research ideas and methods
 - 1.3.1 Research ideas
 - 1.3.2 Research method
 - 1.4 The research content, innovation and inadequate
 - 1.4.1 The research content and research focus
 - 1.4.2 Innovation of this paper
 - 1.4.3 The inadequacies of this paper
- 2 The concept and theoretical basis of the transformation of economic development mode and leadership transformation
 - 2.1 Related concepts and its definition
 - 2.1.1 Transformation and change
 - 2.1.2 The pattern of economic development transformation
 - 2.1.3 Leadership change
 - 2.2 The pattern of economic development the relationship between the transformation and leadership
 - 2.2.1 Transformation of economic development mode is power source of leadership transformation
 - 2.2.2 Leadership transformation is the mode booster of the transformation of economic development
 - 2.2.3 The transformation of economic development mode challenges the leadership transformation
 - 2.3 The theoretical basis of the transformation of economic development mode and the transformation of leadership in China
 - 2.3.1 Gradual transition theory

2.3.2 Transformation leadership theory

2.3.3 Charismatic leadership theory

3 The inevitability and feasibility of the transformation of economic development mode and leadership transformation in China

3.1 The inevitability of transformation of economic development mode and leadership transformation in China

3.1.1 The leadership transformation of the Communist Party of China is the prerequisite for the transformation of economic development mode

3.1.2 The transformation of economic development mode requires the follow up of leadership transformation and synchronization

3.1.3 The leadership of the Communist Party of China on the economic transformation depends on the supply of the relevant system

3.2 The feasibility of leadership transformation in the transformation of economic development mode in China

3.2.1 The possibility of the transformation of the economic development mode of China

3.2.2 Leadership change lead and promote the transformation of economic development mode

3.2.3 The transformation of economic development mode of leadership reform is realistic and feasible

3.3 The transformation of economic development mode is the essence of practice of the change of leadership

3.3.1 The transformation of economic development mode is the starting point of the transformation of leadership

3.3.2 The transformation of economic development mode is the foothold of the change of leadership

3.3.3 The practical characteristics of leadership transformation in the mode of economic development

4 The evolution of leadership transformation and summary of the transformation of economic development mode in the mode of economic development

4.1 The evolution of leadership transformation under the transformation of economic development mode

4.1.1 Leadership transformation (1949—1978) during the “Pay attention to industry and despise agriculture” period of the economy

4.1.2 To explore the leadership change (1979—1991) during the new economic construction period

4.1.3 Leadership change (1992—2002) in the period of economic growth to quality transition

4.1.4 To accelerate the transformation of economic development mode of leadership (2003—2011)

4.1.5 Three phases superimposed on the economic new normal leadership change (2012—so far)

4.2 The experience and lessons of the economic construction of the Communist Party of China

4.2.1 The Communist Party of China in office under the conditions to the leadership of economic development as the primary task

4.2.2 The effect of the development of the pursuit of the number and the unity of the increase in quality

4.2.3 To achieve the unity of the leadership Performance assessment and economic development standards

4.2.4 Technology to improve the content of science and technology to realize the transformation of the intellectual property rights

4.2.5 System needs to reverse the imbalance of interest pattern and make the economic development change to equilibrium

5 The problems and reasons of the transformation of leadership in the mode of economic development in China

5.1 The problems of the transformation of leadership in the way of economic development in China

5.1.1 Insufficient capacity and catch-up development contrary

5.1.2 Public opinion difficult to pleasant and the master status contrary

5.1.3 Decision myopia and sustained development of the contrary

5.1.4 Follow the beaten track and innovation development counter

5.1.5 Power rent-seeking and social stability contrary

5.2 The reasons for the problems of leadership transformation in the transformation of economic development mode in China

5.2.1 Concept obsolete and seriously restrict the transformation of economic development mode

5.2.2 The pursuit of “remarkable achievements” to ignore the “latent” short-sighted economic transformation

5.2.3 People the ability to change of the concept of the mode of economic development without delay

5.2.4 Leadership cadres knowledge panic weak economic development mode change

5.2.5 The unspoken rules in the circle to destroy the transformation of economic development mode

5.2.6 Change the mode of economic development leading cadres flighty and impetuous bungle

6 The trend of the development of leadership transformation in the perspective of economic development mode transformation

6.1 Shift from control to simple type

6.1.1 The connotation and characteristics of simple leadership and decentralization

6.1.2 The difference between simple leadership and traditional leadership

6.1.3 The significance of decentralization of the new norm

6.1.4 The key to changing the way of economic development is to change government function

6.2 From the Bureaucratic to service type

6.2.1 The connotation of service leadership

6.2.2 Be good at service is the fundamental of transformation leadership

6.2.3 The main change of the Communist Party of China's leadership is the dual transformation of government role

6.2.4 Service is the special essence of Socialist leadership

6.3 Shift from centralization to shared form

6.3.1 The connotation of shared leadership

6.3.2 The advantages and disadvantages of the centralized leadership and the shared leadership

6.3.3 Value of shared leadership

6.4 Shift from talk to pragmatic type

6.4.1 The connotation and features of pragmatic leadership

6.4.2 The core content of pragmatic leadership

6.4.3 The essence and Practical value of pragmatic leadership

7 The framework of the development of leadership transformation in the perspective of economic development mode transformation

7.1 Strategic control force

7.1.1 The meaning of strategy, concentration and strategic control

7.1.2 The strategic control of the Communist Party of China

7.1.3 Promotion of strategic control

7.2 Economic balance force

7.2.1 The connotation of balance, equilibrium and economic equilibrium

7.2.2 The contradiction between steady growth and structural adjustment

7.2.3 The Curse of the middle-income trap

7.3 Innovation drive force

7.3.1 The meaning of the engine and dual engine power double middle-high

7.3.2 Transforming traditional engines

7.3.3 Creating an innovative engine

7.3.4 The value of the era of innovation

7.4 The vision of charisma

7.4.1 The meaning of the vision and the appeal of the vision

7.4.2 The characteristics of the appeal of the vision

7.4.3 The function of the appeal of the vision

7.5 The Rule of law practice

7.5.1 The meaning of the Rule of law practice and the practice

7.5.2 The characteristics of the Rule of law practice

7.5.3 The essence of the Rule of law practice

7.6 The Benefit people's livelihood

7.6.1 The meaning of the Benefit people's livelihood

7.6.2 The characteristics of the Benefit people's livelihood

7.6.3 The essence of the Benefit people's livelihood

8 The experience and revelation of the transformation of foreign economic growth mode and leadership transformation

8.1 Foreign economic growth mode transformation and the successful experience of leadership transformation

8.1.1 Establish and improve the long-term development mechanism of leadership reform

8.1.2 Adjust and improve the policies and regulations to protect the leadership development

8.1.3 Standardize the path of leadership development should be diversified

8.1.4 Focus on local cultural factors in leadership development

8.2 The revelation of the transformation of foreign economic growth mode and the leadership transformation

8.2.1 Optimize the allocation of resources through the market

8.2.2 Pay attention to education and promote scientific and technological progress

8.2.3 To exert the effective function of government macro adjustment and control

8.2.4 Draw lessons from the destruction of environmental resources

9 The way of realizing the transformation of leadership in the perspective of economic development mode transformation

9.1 To embrace and cultivate leadership reform

9.1.1 Connotation of inclusive development and inclusive leadership

9.1.2 Inclusive leadership role

9.2 By virtue of leadership change constraints

9.2.1 Relationship between moral norm and leadership

9.2.2 The necessity of carrying out moral leadership

9.3 Complete the leadership change to change courage

9.3.1 To change business to improve the development of leadership change

9.3.2 To improve the courage to promote leadership change

9.4 To promote leadership transformation in the ability transformation

9.4.1 The necessity of leadership transformation

9.4.2 Theoretical basis of leadership transformation

9.5 To improve the system of security leadership change

9.5.1 The importance of system innovation for leadership change

9.5.2 The contents of institutional innovation in the transformation of leadership

9.6 To practice the exercise of leadership change

9.6.1 Paying attention to practice is the basis of transformation leadership

9.6.2 Practice is the fundamental way to realize the reform of leadership

Epilogue

References

Thank

目录

CONTENTS

第1章 绪论	1
1.1 研究背景及目的和意义	1
1.1.1 研究背景及选题缘由	1
1.1.2 研究目的及意义	2
1.2 文献综述	3
1.2.1 国内外对经济发展方式转型的 研究	4
1.2.2 国内外对领导力变革的研究	7
1.2.3 国内外研究现状述评	12
1.3 研究思路与研究方法	13
1.3.1 研究思路	13
1.3.2 研究方法	13
1.4 研究内容及创新与不足	14
1.4.1 研究内容及研究重点	14
1.4.2 创新点	16
1.4.3 不足之处	17
第2章 经济发展方式转型与领导力变革 的相关概念及理论基础	18
2.1 相关概念及本书的界定	18
2.1.1 转型与变革	18
2.1.2 经济发展方式转型	23
2.1.3 领导力变革	25
2.2 经济发展方式转型与领导力变革的 关系	31
2.2.1 经济发展方式转型是领导力变革的 动力源	32
2.2.2 领导力变革是经济发展方式转型的 助推器	35
2.2.3 经济发展方式转型对领导力变革 提出挑战	37

2.3 我国经济发展方式转型与领导力变革的 理论基础	38
2.3.1 渐进式转型理论	39
2.3.2 变革型领导理论	40
2.3.3 魅力型领导理论	44
第3章 我国经济发展方式转型视阈下 领导力变革的必然性与可行性	46
3.1 我国经济发展方式转型视阈下领导力变革的 必然性	46
3.1.1 党的领导力变革是经济发展方式 转变的前提	46
3.1.2 经济发展方式转型需要领导力变革 同步跟进	47
3.1.3 党对经济转型的领导依托于相关 制度的供给	49
3.2 我国经济发展方式转型视阈下领导力变革的 可行性	50
3.2.1 我国经济发展方式转型下领导力 变革的可能	50
3.2.2 领导力变革引领和推动经济发展 方式转型	50
3.2.3 经济发展方式转型下领导力变革 现实且可行	53
3.3 经济发展方式转型是领导力变革的实践 要义	54
3.3.1 经济发展方式转型是领导力变革的 出发点	54
3.3.2 经济发展方式转型是领导力变革的 落脚点	54
3.3.3 经济发展方式转型视阈下领导力 变革的实践特性	55

第4章 经济发展方式转型视阈下领导力变革的演进与总结 59

4.1 经济发展方式转型视阈下领导力变革的演进过程 59

- 4.1.1 计划经济“重工轻农”时期的领导力变革（1949—1978） 59
- 4.1.2 探索“经济建设新路子”时期的领导力变革（1979—1991） 62
- 4.1.3 经济增长向质量型转变时期的领导力变革（1992—2002） 65
- 4.1.4 加快转变经济发展方式时期的领导力变革（2003—2011） 68
- 4.1.5 “三期叠加”经济新常态下的领导力变革（2012年至今） 72

4.2 中国共产党领导经济建设经验教训总结 76

- 4.2.1 党在执政条件下要把领导经济发展当成首要的任务 76
- 4.2.2 发展效果上要坚持追求数量增加与质量提高的统一 77
- 4.2.3 思想上要实现领导政绩考核与经济发展标准的统一 78
- 4.2.4 科技上靠提高科技含量实现向自主知识产权的转变 79
- 4.2.5 体制上需扭转利益格局失衡使经济向均衡发展转变 79

第5章 我国经济发展方式转型视阈下领导力变革存在的问题及原因 81

5.1 我国经济发展方式转型视阈下领导力变革存在的问题 81

- 5.1.1 能力不足与赶超发展相悖 81
- 5.1.2 民意难顺与主人地位相悖 82
- 5.1.3 决策近视与持续发展相悖 84
- 5.1.4 因循守旧与创新发展相悖 86
- 5.1.5 权力寻租与社会稳定相悖 87

5.2 我国经济发展方式转型视阈下领导力变革存在问题的原因 88

- 5.2.1 观念陈旧落后严重制约经济发展方式转变 88

- 5.2.2 追求“显绩”忽略“潜绩”短视经济转变 89

- 5.2.3 用人上德才观偏废耽误经济发展方式转变 89

- 5.2.4 领导干部知识恐慌乏力经济发展方式转变 90

- 5.2.5 圈子里潜规则至上破坏经济发展方式转变 91

- 5.2.6 领导干部心浮气躁贻误经济发展方式转变 91

第6章 经济发展方式转型视阈下领导力变革发展的趋势 93

6.1 由管制型转向简约型 93

- 6.1.1 简约领导与简政放权的内涵及特点 93
- 6.1.2 简约领导与传统领导的区别 94
- 6.1.3 新常态下简政放权的意义 95
- 6.1.4 转变经济发展方式关键是转变政府职能 96

6.2 由官僚型转向服务型 96

- 6.2.1 服务型领导的内涵 96
- 6.2.2 善于服务是变革领导力的根本 97
- 6.2.3 党的领导力变革首要体现的是政府角色的双重转型 98
- 6.2.4 服务是社会主义领导的特殊本质 100

6.3 由集权型转向共享型 101

- 6.3.1 共享领导的内涵 101
- 6.3.2 集权型领导与共享型领导的利弊分析 102
- 6.3.3 共享领导的价值 104

6.4 由空谈型转向务实型 105

- 6.4.1 务实领导力的内涵及特点 105
- 6.4.2 务实领导力的核心内容 106
- 6.4.3 务实领导力的实质及现实价值 107

第7章 经济发展方式转型视阈下领导力变革发展的框架 108

7.1 战略管控力 108

7.1.1 战略、定力与战略管控力的 含义·····	108	8.1.3 规范领导力开发方法路径应 多元化·····	142
7.1.2 中国共产党的战略管控力 溯源·····	109	8.1.4 关注领导力开发中的本土文化 因素·····	142
7.1.3 战略管控力的提升·····	111	8.2 国外经济增长方式转型与领导力变革带给 我们的启示·····	143
7.2 经济平衡力·····	112	8.2.1 通过市场实现资源优化配置·····	143
7.2.1 平衡力、平衡状态与经济平衡力 内涵·····	112	8.2.2 重视教育推进科学技术进步·····	144
7.2.2 稳增长与调结构的矛盾及其 解决·····	113	8.2.3 发挥政府宏观调控的有效作用·····	144
7.2.3 摆脱中等收入陷阱的魔咒·····	114	8.2.4 汲取对环境资源破坏的教训·····	145
7.3 创新驱动动力·····	116	第9章 经济发展方式转型视阈下领导力 变革的实现途径·····	146
7.3.1 引擎与双引擎助力“双中高”的 含义·····	116	9.1 以包容并蓄培养领导力变革·····	146
7.3.2 改造传统引擎·····	117	9.1.1 包容性发展与包容领导力的 内涵·····	146
7.3.3 打造创新引擎·····	119	9.1.2 包容领导力的作用·····	147
7.3.4 创新驱动力的时代价值·····	119	9.2 以德行垂范约束领导力变革·····	148
7.4 愿景感召力·····	128	9.2.1 道德规范和领导力的关系·····	149
7.4.1 愿景与愿景感召力的含义·····	128	9.2.2 实施道德领导的必要性·····	149
7.4.2 愿景感召力的特点·····	130	9.3 以变革胆识完成领导力变革·····	150
7.4.3 愿景感召力的作用·····	132	9.3.1 以变商提高发展领导力变革·····	150
7.5 法治践行力·····	134	9.3.2 以胆商提高促成领导力变革·····	151
7.5.1 践行和法治践行力的含义·····	134	9.4 以能力转型促进领导力变革·····	153
7.5.2 法治践行力的特点·····	135	9.4.1 领导能力转型的必要性·····	153
7.5.3 法治践行力的实质·····	136	9.4.2 领导能力转型的理论依据·····	153
7.6 民生惠及力·····	137	9.5 以制度完善保障领导力变革·····	154
7.6.1 民生惠及力的含义·····	137	9.5.1 制度创新对于领导力变革的 重要性·····	154
7.6.2 民生惠及力的特点·····	138	9.5.2 领导能力转型中制度创新的 内容·····	154
7.6.3 民生惠及力的实质·····	139	9.6 以实践锻炼成就领导力变革·····	155
第8章 国外经济增长方式转型与领导力 变革的经验和启示·····	140	9.6.1 注重实践是变革领导力的基础·····	155
8.1 国外经济增长方式转型与领导力变革的 成功经验·····	140	9.6.2 实践是实现领导力变革的根本 途径·····	155
8.1.1 建立健全领导力变革长效开发 机制·····	140	结语·····	156
8.1.2 调整完善政策法规保障领导力 发展·····	141	参考文献·····	158
		致谢·····	167



第 1 章

绪论

1.1 研究背景及目的和意义

新中国成立以来,中国共产党人的经济领导力在领导全国人民不懈奋斗的经济建设中得到了锻炼,得以不断地提高、发展和完善。我国经济不断改革发展的历史也正是中国共产党人经济领导力不断演变发展并逐渐成功领导我国经济实现发展方式转型的历史。因此,要真正理解并不断发展提高中国共产党人的经济领导力,是无法跨越我国经济发展方式转型的大背景的。

1.1.1 研究背景及选题缘由

当今世界,不断的变化与永恒的变革是时代发展的显著特征,可以说是“变得始料未及、变得超出想象”。唯一不变的就是变化。以“经济为中心”转变为“把人的发展置于全部发展行动的中心”成为解决全球性社会问题的必然选择。经济领域的跨国竞争使得领导力的培养目标发生转变,需要培养面向世界的、具有国际竞争力的新型领导力,建立培养跨国经济时代的新型领导人才培养模式;信息社会的时代特征对各国“以人中心”的领导力变革在培养目标、人才建构、教育内容、思想方法和手段等方面提出了一系列要求,各国力图通过改革来抢占全球综合国力竞争的制高点^[1]。我国要加快经济发展方式转型,必须加强和改进党对经济工作的领导。路透社北京 2010 年 11 月 6 日电中指出:加快转变经济发展方式,改变中国经济的失衡状态,是中国能否在下一个五年走向新经济格局的关键。而能否全面推进改革,则又是转变发展方式的命门所在。全面推进改革的伟大事业要依赖于党的经济领导力的变革发展。据调查显示,转型对企业家素质提出的新要求核心是具备带领企业创新发展的变革领导力,其主要包括团队影响力、战略领导力、精神感召力、创新拓展力、资源整合力五类特质。

“十二五”时期是我国经济再平衡的新起点,全面改革是转变发展方式的关键。大力推进经济体制改革,积极稳妥推进政治体制改革,加快推进文化体制、社会体制改革,使上层建筑更加适应经济基础发展变化,为科学发展提供有力保障。可以说,能否顺利推进全面改革,是我国能否实现强国梦的关键。领导力变革对我国经济发展方式转型具有重大影响,其中,既有积极的影响,也有消极的影响。如何因势利导,规避风险及危机,将积极影响发挥到极致,本文选题正是基于“变革”视阈下对相关问题的思考。

[1] Calla Wiener. 中国经济刺激计划将推进变革[N]. 华尔街日报, 2008.11.13.