

# IMPROVING THE QUALITY OF FOSTERING HO CHI MINH'S WORKING STYLE FOR THE CONTINGENT OF POLITICAL AGENCIES' CADRES AT ACADEMIES, OFFICER TRAINING SCHOOLS OF THE VIETNAM PEOPLE'S ARMY

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**Abstract:** *among the stages of cadre work including recruitment, evaluation, planning, training, fostering, assignment, promotion, and appointment, the one of fostering cadres plays a crucial role in order to equip them with knowledge, professional qualifications, skills, and working style, making great contributions to enhancing the working efficiency of political agencies' cadres at academies and officer training schools of the Vietnam People's Army (VPA). This article focuses on clarifying the following issues: the contingent of political agencies' cadres, the characteristics of political agencies' cadres at academies and officer training schools of the VPA, the current situation and a number of proposals to improve the quality of fostering Ho Chi Minh's working style for political agencies' cadres at academies and officer training schools of the VPA today.*

**Keywords:** *cadres, political agencies, academies, officer training schools, Ho Chi Minh, working style, Vietnam People's Army.*

## 1. Introduction

During his lifetime, Ho Chi Minh always attached much importance to making a contingent of cadres be truly "the people's servants [2, p. 21]. He highly appreciated the role of cadres in the revolutionary cause and emphasized that "the success or failure of all work depends on good or bad cadres" [3, p. 313]. Therefore, he showed the contingent of cadres how to recruit, train, foster, and use human resources and carry out their policies. Following Ho Chi Minh's teachings, under the leadership of the Communist Party of Vietnam, generations of Vietnamese cadres have successively inherited and promoted the forefather's revolutionary cause, greatly contributing to the cause of national liberation and reunification.

## 2. Contingent of political agencies' cadres and characteristics of political agencies' cadres at academies and officer training schools of the VPA

The term "cadres" is used to distinguish it from the people and so far, there have been still many different views about cadres. In the usual sense, cadres are all the people who work in the agencies of the Party, government, mass organizations and armed forces. According to the Vietnamese Dictionary, the definition of cadres is understood in two basic meanings as follows: "1. The people with professional expertise who work in state agencies. 2. The people who hold a position in an agency or organization, being distinguished from ordinary people with no position" [4, p. 105]. Ho Chi Minh gave a very general, simple and easy-to-understand definition of cadres that "Cadres are those who explain the policies of the Party and the Government to the people so that they understand and follow those policies. Simultaneously, cadres are those who report the people's situation in order that the Party and the Government understand clearly to set the right policies" [3, p. 269]. Thus, cadres are the bridge between the Party, the Government and the people, making the people abide by the State policies and laws and the work of the State be done more effectively.

As stated in the Vietnam Military Encyclopedia: "Military cadres refer to the people assigned to hold leadership, command, and management positions in the military field or to research and give lectures on military specializations" [1, p. 119]. Grounded on this approach, the author provides the definition of cadres as follows: The contingent of political agencies' cadres at academies and officer training schools of the VPA are the cadres of the Communist Party of Vietnam who work in political agencies at Vietnamese military academies and officer training schools with the tasks of studying and fully grasping higher echelon's resolutions, directives, and instructions as well as their own unit's situation; advising on and proposing guidelines and measures to conduct party and political work to the party committee, standing party committee and political commissar; developing plans and directly conducting party and political work at Vietnamese military academies and officer training schools.

Political agencies' cadres at academies and officer training schools of the VPA are charged with a number of the following basic tasks: (i) Directing, guiding, and supervising agencies, faculties, and units conducting the work on propagation...; directing and participating in research and development of military social sciences and humanities; compiling history and traditions of party committees and units; (ii) Directing, guiding, and supervising party committees and organizations at all levels building strong and pure party organizations, making the contingent of party members exemplary with leadership capability, great fighting strength, unity, and strict adherence to Party disciplines; (iii) Managing and grasping the quantity and quality of cadres, lecturers and learners; proposing to political commissar and party committee guidelines and measures to build the contingent of cadres; managing, educating, training and performing the work on cadres and students in military academies

and officer training schools; (iv) Leading, guiding, and supervising agencies, faculties and units carrying out the work on security and protection; (v) Directing, guiding, supervising agencies, faculties and units executing special mass mobilization and propagation work; (vi) Directing, guiding, organizing, and inspecting the implementation of policy work; (vii) Directing, guiding, and building robust mass organizations as well as Military Councils in accordance with their functions and tasks; (viii) Leading, guiding, and supervising agencies, faculties and units performing party and political work in the tasks of military academies and officers training schools; (ix) Making political agencies and political cadres in military academies and officer training schools strong and powerful; training and fostering knowledge of party and political work for the subjects.

Based on the above tasks, it can be seen that the contingent of political agencies' cadres at academies and officer training schools of the VPA has the following basic characteristics: The vast majority of them have received professional training in party and political work with satisfied capacity and working experience in line with their assigned positions and responsibilities; they have got training from many different institutions, taken a number of positions, and been carefully selected in conformity with the regulated procedures; most of them are still young with good health. However, they were born in peacetime with no combat experience and uneven qualifications, capacity and practical experience; and they are assigned to perform many tasks at the same time, deal with many relationships with many different subjects.

### **3. Working style current situation of political agencies' cadres at academies and officer training schools of the VPA today.**

#### **3.1. Strengths**

Over the past years, the working style of the political agencies' cadres at academies and officer training schools of the VPA has seen many positive changes, reflected in the following aspects:

*First*, the great number of this contingent of cadres have democratic working style and manage to promote collective knowledge in performing the assigned tasks, contributing to consulting party committees about the decisions on the guidelines, contents and measures of party and political work within their units; formulating plans, directing, guiding and inspecting agencies and units to successfully accomplish their assigned tasks.

*Second*, the contingent of political agencies' cadres at academies and officer training schools of the VPA possesses working style of closeness, attachment, and respect for colleagues and subordinates. They are willing to listen to and absorb ideas and initiatives, especially those of the collective and soldiers in the unit; they also understand and opportunely fulfil the thoughts and aspirations of the troops with suitable measures.

*Third*, the contingent of political agencies' cadres at academies and officer training schools of the VPA has scientific, practical and specific working style. This working style is reflected in the aspects of planning, working efficiency, close inspection and supervision, and review; there is a division of work management and clear responsibilities to make it suitable to the capabilities and working conditions of each cadre during the working process, helping increase working efficiency.

*Fourth*, the vast number of political agencies' cadres at academies and officer training schools of the VPA shows exemplary character and decisiveness in their work; has the ability to make correct and timely decisions on formulating guidelines and policies as well as on leading and directing the implementation in reality; demonstrates the ability to work independently, shows their self-control, dynamism, creativity, and sensitivity and dares to think, dares to propose policies and initiatives; shows resoluteness, dares to do, dares to take responsibility before the collective for their decisions and actions, especially in difficult and complicated situations.

#### **3.2. Weaknesses**

*First*, the working style of some political agencies' cadres at academies and officer training schools of the VPA sometimes does not follow close on the Party nature and principle of work. A number of programs and plans are not suitable for specific conditions of each unit, leading to the low efficiency.

*Second*, a small number of them show the manifestations of being afraid to study, afraid to train to improve their qualifications and absorb new things, resulting in low working efficiency.

*Third*, a number of political agencies' cadres have not been proactive and creative in their work. Some cadres still have the thought of maintaining stable work place, so they are not willing to take on tasks in difficult areas.

### **4. Some proposals to improve the quality of fostering Ho Chi Minh's working style for political agencies' cadres at academies and officer training schools of the VPA today.**

The fourth industrial revolution has created breakthroughs in many fields, including defense. The introduction of modern military equipment and weapons will fundamentally change the forms and methods of war. However, the political willpower and spirit of the revolutionary soldiers are still considered as the most important factor creating combat strength of the armed forces. In order to raise the quality of fostering Ho Chi Minh's working style for political agencies' cadres at academies and officer training schools of the VPA today, a number of issues are suggested by the author as follows:

*First*, consolidating the leadership and direction of the party committees at VPA's academies and officer training schools on learning Ho Chi Minh's working style for political agencies' cadres. The party committees at VPA's academies and officer training schools, the political commissars (secretaries of the party committees) at the same level, and the heads of higher echelon's political agencies should strengthen their direction and guidance,

clearly identify their roles and responsibilities for leading political agencies' cadres at VPA's academies and officer training schools in learning and following Ho Chi Minh's working style, and develop specific plans, clearly define learning contents in accordance with the unit tasks. The application of methods and forms should be flexible and creative in the direction of stepping up the work of propagation and education to help party members thoroughly grasp Ho Chi Minh's working style associated with emulation movements of mass organizations and other campaigns in building agencies and units. During the implementation process, it is necessary to regularly supervise and evaluate the progress in periodical party meetings.

*Second*, concentrating on raising the awareness of political agencies' cadres at academies and officer training schools of the VPA. Importance should be attached to continuing to promote the building of Ho Chi Minh's working style so as to meet the requirements of the process of making the VPA revolutionary, regular, seasoned, and gradually modern. For this task, focusing on increasing the awareness of building the contingent of political agencies' cadres with professional working style and enhancing the quality and effectiveness of leadership and management become a decisive factor. Therefore, the pool of political agencies' cadres need to have leadership and management capabilities and good professional skills to execute Party's guidelines and State's policies and laws. In parallel with that, the contingent of political agencies' cadres must have steadfast political will, exemplary morals and lifestyle, diligence, thrift, integrity, uprightness, public-mindedness, selflessness, and honesty. Furthermore, they are also required to possess a sense of discipline observance, a democratic and scientific manner, and a devoted attitude towards serving the Fatherland and the People.

*Third*, promoting the spirit of self-awareness to study and follow Ho Chi Minh's working style of political agencies' cadres at academies and officer training schools of the VPA. Each cadre needs to be fully aware of the study of Ho Chi Minh's working style and consider it not only the responsibility of revolutionary soldiers but also a solution to improve the quality of work. First and foremost, each political agency cadre at academies and officer training schools of the VPA needs to self-evaluate their own working methods and style in order to make appropriate adjustments. Based on that, each cadre will determine specific directions and measures to gradually form new working style to meet the increasing requirements of the tasks.

In specific, each cadre should establish scientific working style. For professional work, it is necessary to make scientific arrangements of priorities and conducting time to avoid passivity and overlap. At the same time, each cadre needs to actively balance his/ her work at agency, unit and school. In professional work, due attention should be paid to the intensive investment with maximum accuracy in knowledge and to the regular updates of new documents and new practical knowledge. It is necessary to understand, analyze and evaluate situations in solving the work, especially the one of coordinating and handling arisen problems, to find out the best solution. Along with the scientific working style, each cadre at academies and officer training schools of the VPA also needs to create democratic working style. This working style needs to be formed both in Party meetings and in professional work. Regardless of the aspects, they need to well exercise self-criticism and criticism and listen to comments and ideas from comrades and colleagues, thereby bringing into play their strengths, overcoming their limitations, and constantly improving knowledge and experience in performing the task of party and political work.

*Fourth*, renovating methods and contents of training programs for the contingent of political agencies' cadres at academies and officer training schools of the VPA.

The training programs for cadres at academies and officer training schools of the VPA should be formulated so as to be close to reality, focusing on practical issues given from the process of performing the tasks so as to master administrative skills. By training and fostering professional and administrative skills, the consistency in the performance of political agencies will be ensured, especially in dealing with the requirements of party and political activities.

It is required that the training contents must provide sufficient professional knowledge and skills for political agencies' cadres at academies and officer training schools of the VPA in line with the requirements of their tasks. The contents should cover basic knowledge in order to equip learners with dialectical materialistic worldview, revolutionary scientific methodology in order to improve their theoretical critical thinking, organizational capacity, practical review, and ability to apply theory creatively and effectively. Basic knowledge must provide the contingent of political agencies' cadres at academies and officer training schools of the VPA with the methods of researching, detecting, and solving practical problems. Additionally, regard should be paid to linking theoretical research with practical review, updating new guidelines, policies and practical experiences in dealing with specific situations to improve the cadres' capabilities and qualifications.

The fostering methods need to be reformed in the direction of increasing leadership and management conforming to the cadres' respective positions and responsibilities. Depending on the characteristics of each party and political work, suitable methods would be chosen. That is because the majority of political agencies' cadres at academies and officer training schools of the VPA, who participate in training courses, are qualified cadres at certain levels with much working experience and ability to study, analyze, and evaluate problems on their own.

*Fifth*, supplementing and perfecting remuneration policies and inspection, supervision, and evaluation mechanism of the party committees, mass organizations and military personnel in building working style for

political agencies' cadres at academies and officer training schools of the VPA. The high requirements of responsibility, coupled with an appropriate and scientific inspection and supervision mechanism, will help each cadre ceaselessly improve himself/ herself to prove the quality of his/ her work. This is a necessary condition and always positively affects cadres' working style in agreement with Ho Chi Minh's style. The work of management, planning, appointment, assignment, assessment, rotation, inspection and supervision of political agencies' cadres at academies and officer training schools of the VPA must be conducted towards creating strong motivation for them to strive.

### **5. Conclusion**

In the strong development trend of science and technology with an ocean of new knowledge day by day, the requirements for knowledge and professional qualifications of political agencies' cadres at academies and officer training schools of the VPA are more and more demanding. They need to be fostered with extensive scientific knowledge, especially basic knowledge of professional expertise in all aspects of the tasks that they are in charge. Therefore, learning and promoting the good values of Ho Chi Minh's working style in the new era requires the contingent of political agencies' cadres at academies and officer training schools of the VPA to constantly bolster revolutionary morals, properly identify the role of cadres as "the people's servants" [2, p. 21]. Under that direction, each cadre at academies and officer training schools of the VPA needs to reform the old way of thinking and doing to enhance the work quality and efficiency, contributing to well performing political tasks of his/ her agency and unit.

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