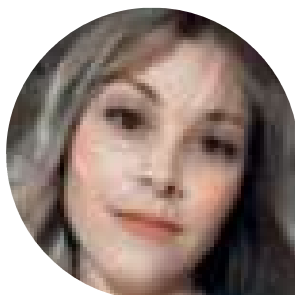


## Educative leadership: a transformative differential for health institutions



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In Brazil and in the world, there are constant changes in the political, economic and social scenarios, which make the job market have to adapt to new molds, demanding more and more new skills and abilities from professionals. Among these skills, the practice of leadership has been widely required in

health institutions.

Professionals who work in direct or indirect patient care must enter the job market with a new world view, in which values such as competence, mutual growth, positive attitude, commitment, empathy, honesty and self-discipline are present. These values

permeate one of the most discussed terms in the professional universe today: leadership.

Regarding the construction of the leader, it can be said that even people lacking special skills can develop the competence to lead. However, it is necessary that the training bodies and he-

alth institutions become aware of the importance of teaching and permanent learning of leadership. In this way, they will be able to make available to the job market professionals who are qualified to assume the role of team leaders, prepared to develop conscious attitudes and be agents of transformation.

A leader is similar to a coach, whose fundamental mission is to instruct, facilitate, expand technical and scientific skills, encourage the search for knowledge and development, relate to problems and overcome them, identify strengths and weaknesses, encourage team confidence and assume changes for better results.

So, we can say that, to lead it is necessary to be an educator, and that the essence of leadership is to provide ways for the teaching and learning process to happen effectively, with a focus on indicators and results. Through teaching, leaders lead other people, making education a priority, considering it as one of their main roles, constantly learning

and teaching, achieving their goals with their apprentices.

The good educator leader is admired for their respect and for their ability to develop people, who will be inspired by things they do and say, following their footsteps and becoming leaders with greater opportunities within the Institutions. They are an intelligent professional to see their flaws, and make their adversities a learning process.

We affirm then that the development of leaders who educate their professionals to lead is a differential in the institutional world and requires dedication, proactivity, initiative, empathy, dynamism, an individualized and systematic look.

Therefore, a successful institution, guided by the mission, vision, values and purposes recognizes that the profile of an educating leadership is capable of leveraging its goals and improving its practices, because it is with the ability to educate that we will be able to lead and lead teams.

**However, it is necessary that the training bodies and health institutions become aware of the importance of teaching and permanent learning of leadership.**

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