

THE LEADERSHIP COMPETENCES – MEANS TO OPTIMIZE THE CHANGE IN SCHOOLS IN THE PREUNIVERSITY EDUCATIONAL SYSTEM

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Abstract. In the context of the worldwide amplification of the education crisis effects, this study presents an eclectic and balanced approach of the theoretic contents between the educational leadership domain and the practical implications of the research. The research issues aim at the practicability of the “leadership competences” concept and draws an innovative vision of the characteristics that are specific to educational organizations, oriented towards change. The purpose of the papers, to supply scientific conclusions referring to ways to integrate the leadership competences into educational organizations, allows, on the one hand, understanding the complex relationship between the leader and the members of the organization and, on the other hand, facilitates the assessment of the social responsibilities of the change actors.

Keywords: leader, leadership competences, optimizing change, school organisations

1. Introduction

International specialized literature highlights the impact of leadership resonance both on organizational changes (by understanding the assumed role) and on the quality of the organization's performance (by sharing the same vision).

Leadership skills formulate a positive response to multiple expectations of the organization's members: intrinsic motivation and creative thinking skills, teamwork, interdisciplinary problem solving, delegation of power that gives members of the organization the confidence they can take risks. By using the skill set, formal and informal leaders optimize organizational change. .

Leaders, the main actors in the process of change, are those who innovate and optimize the educational environment and can partially or globally solve the problems that arise in the school organizations. Having a clear vision and possessing the art of influencing, leaders are the ones who succeed in changing the organization's perception of change and transforming it from a threat into an opportunity. The leader is formed, proving his competencies, confirming his value through results with long-term beneficial impact on the organization.

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