

leadership characteristics will become leaders, nor that personality traits represent the only necessary condition for becoming leaders. According to the well-known leadership theory (Haas, Tomarkin, 1992), which claims that everyone has the ability to become a leader, in order for all employees to develop their potential and abilities it is necessary to provide a general education for developing leadership potentials and putting them to practice to improve the educational process and the state itself.

Furthermore, school in Serbia is a traditional, centralized institution. A tendency to educational decentralization is recognized in Serbia, encouraged by the intention to contribute to schools' autonomy, to accelerate schools' internal development and responsibility of schools' environment for education. Although these are positive trends that will contribute to improvement in leadership characteristics of employees in education, primarily through creating conditions for their spontaneous development, it is necessary to systematically develop these competencies through specific measures, such as seminars for employees and students.

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