Aim and background: The aim of this study is to provide a detailed picture of what the educated health care leader does in a changing health care culture. The study is based on a caring science perspective and the theoretical perspective is based on the thesis: a caring community constitutes caring contexts of meaning and has its origin in love, responsibility and the ethos of sacrifice, in other words caritative ethics. This study purports to increase the understanding of the importance of education and leadership in a health care culture seen from the leader's point of view. The study also emphasizes the importance of a caring science approach to leadership.

Research question: What are education, leadership, and care culture seen from the healthcare leader's point of view?

Method and material: The study is qualitative and has its onset in hermeneutics. The method chosen is an overall hermeneutic interpretation. Hermeneutic reading, interpretation, and thematic interviews are the starting points. The population consisted of four health care leaders.

Results: The educated care manager is seen as a leading figure, the guide and the security of the caring community in the caring culture. The formation and knowledge consists of general education, training and philosophical thinking as well as knowledge of caring. The results show the importance of education for health care leadership in order to make proper care possible in a health care culture. Formation is related to life wisdom, life experience and education. The current health care culture can be seen as a house with many rooms, which surrounds a large living room. The living room represents the caring community: client, carer and relatives. The fireplace in the living room represents the ethos of the caring culture. An educated health care leader is needed to promote the formation in the development of good care. The analysis resulted in five theses: 1. Formation of community care contributes to a better health culture. 2. An educated healthcare leader contributes to a better caring culture. 3. A health care leader who is formed and has insight into caring science promotes good caring culture. 4. The good care in health care culture is intertwined with education and leadership. 5. Caring culture generates forming in the care community.