

Doctor Of Ministry
PTH 905 Leading Christian Organizations

Core Course 4 – February 10-14, 2002

Dr. John Spurling

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COURSE DESCRIPTION

Leadership of the contemporary church or ministry with special consideration given to the integration of biblical values, contemporary leadership theory, contemporary organizational theory, and the participant's context of ministry.

COURSE OBJECTIVES & OUTCOMES

Cognitive Outcomes

1. The participant will increase his or her awareness of contemporary leadership and organizational theories.
2. The participant will analyze the role of team leadership & empowerment strategies, and learning organizational approaches to ministry.

Character/Attitude Outcomes

1. The participant will affirm the importance of integrity and credibility in leadership and relationships.
2. The participant will enhance personal understanding and appreciation of team approaches to ministry.

Ministry Skill Outcomes

1. The participant will develop and enhance several specific organizational development and leadership skills.
2. The participant will develop a project that demonstrates integration of contemporary research findings and biblical understandings into their present context of ministry.

COURSE RESOURCES, REQUIREMENTS & PROCEDURES

The participant will need to purchase a course resource packet the first day of class for approximately \$25.00. It will include a Harvard Business Case Study and extensive supportive resources and activities.

Pre-Session

1. Completion of the **required reading from the pre-session reading list**. This course has an extensive reading requirement (2000 pages). This is necessary to acquaint you with key issues in Organizational Leadership. (NOTE: It is a violation of academic policy to claim credit for books read in prior academic courses. If you have previously read any book on the list for credit, you must substitute another book from the alternate reading list.)

2. Completion of a "reading report" for all reading **due at the beginning of the first session.**
(Use form provided.)
3. Participant is expected to have a working knowledge of each book read and be prepared to dialogue in a meaningful and competent way on each.

During Session

1. Completion of assigned case studies and critique of several strategic planning resources and models.
2. Reflection on situations in which the insights gained in your reading and class activities may have produced more effective and acceptable outcomes.

Post-Session

Write a 20 to 25 page paper "integrating" and "applying" concepts from the course and reading to your ministry situation in one of the following areas:

- 1) Leading a church or ministry to establish vision and values. (A)
- 2) Leading a church or ministry through major change in vision, values, strategies or culture. (B)
- 3) Leading church or ministry in the development of empowerment principles and team leadership. (C)
- 4) Leading a church or ministry to becoming a Learning Organization (D)

Paper must demonstrate:

- 1) Significant contemporary organizational leadership reading and research,
- 2) Analysis of your ministry/organization context
- 3) Correlation of research and analysis with Scripture
- 4) Significant conclusions and recommendations that are consistent with biblical truth, current research and contextual analysis.

All work must be postmarked 90 days from the last day of class.

PRE-SESSION READING LIST

Please read the pages contained in the following textbook list, noting designated reading pages. Please read the books in the order that they are listed. You will be expected to arrive at class session prepared with: 1) a high level of understanding of the text books and their concepts, 2) reflection of how these text books and their concepts relate to Scripture, and 3) how concepts from these texts can and should be integrated into Church leadership. Omit any book you have previously read for a course, and move to the alternate list and substitute a book in the same category (NOTE: You will also be expected to review texts used in core courses 1-3, especially the Purpose Driven Church.)

ORGANIZATIONAL DECISION MAKING AND LEADING CHANGE

Kotter, John. Leading Change. Harvard Business School Press, 1996.

Collins, James C., and Jerry L. Porras. Built to Last : Successful Habits of Visionary Companies. 1st ed. New York: HarperBusiness, 1994.

ORGANIZATIONAL LEADERSHIP

Kouzes, James M. and Barry Z. Posner. The Leadership Challenge. San Francisco: Jossey-Bass, 1990.

ORGANIZATIONAL LEARNING

Senge, Peter M. The Fifth Discipline: The Art & Practice of The Learning Organization. New York: Currency/Doubleday, 1990

ORGANIZATIONAL IMPLICATIONS: EMPOWERMENT & TEAMS

Blanchard, Ken, John P. Carlos & Alan Randolph. The 3 Keys to Empowerment. San Francisco: Berrett-Koehler Publishers, 1999.

Katzenbach, Jon R. and Douglas Smith. The Wisdom of Teams. New York: HarperBusiness, 1993. 299 pages. Please read pages 1-265.

ORGANIZATIONAL CULTURE

Schein, Edgar H. The Corporate Culture Survival Guide. San Francisco, CA: Jossey-Bass, 1999.

ALTERNATE BOOK LIST

Books to read ONLY if you have previously read for credit one of the required course textbooks:

ORGANIZATIONAL DECISION MAKING AND LEADING CHANGE

Hammond, John S., Ralph L. Keeney, and Howard Raiffa. Smart Choices: A Practical Guide to Making Better Decisions. Boston: Harvard Business School, 1999.

The Price Waterhouse Change Integration Team. Better Change: Best Practices for Transforming Your Organization. New York: McGraw-Hill, 1995.

ORGANIZATIONAL LEADERSHIP

Tichy, Noel M. The Leadership Engine: How Winning Companies Build Leaders at Every Level. New York: HarperBusiness, 1997.

ORGANIZATIONAL LEARNING

Chawla, Sarita and John Renesch. Learning Organizations. Portland, Oregon: Productivity Press, 1995.

Senge, Peter M., Art Kleiner, Charlotte Roberts, Richard B. Ross and Bryan J. Smith. The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization. New York: Doubleday, 1994

ORGANIZATIONAL IMPLICATIONS: EMPOWERMENT & TEAMS

Blanchard, Ken, John P. Carlos & Alan Randolph. Empowerment Takes More Than a Minute. San Francisco: Berrett-Koehler Publishers, 1996.

ORGANIZATIONAL CULTURE

Block, Peter. The Empowered Manager. San Francisco, CA: Jossey-Bass, 1987.

Kotter, John P. and James L. Heskett. Corporate Culture and Performance. New York: Free Press, 1992.

Schein, Edgar H. Organizational Culture and Leadership. San Francisco, CA: Jossey-Bass, 1992.

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Reading Report

Name: _____

Please verify the portions of the assigned "Pre-session Reading List" which you have read for this course. A minimum of 2000 pages is required. (Where substitutions have been made, note accordingly.) **This form is to be turned in on the first day of the course.**

Kofter, Leading Change (186 pages) _____

Collins and Porras, Built to Last (248 pages) _____

Kouzes and Posner, The Leadership Challenge (340 pages) _____

Senge, The Fifth Discipline (371 pages) _____

Blanchard/Carlos/Randolph. The 3 Keys to Empowerment (256 pages) _____

Katzenbach and Smith, The Wisdom of Teams (265 pages) _____

Schein, Edgar H. The Corporate Culture Survival Guide (pages) _____

Substitute: _____

Substitute: _____

Total number of pages read: _____

Signature