

ASSEMBLIES OF GOD THEOLOGICAL SEMINARY
Doctor of Ministry Core Course 1
February 9-12, 2009

PTH 901 RENEWING THE SPIRITUAL LEADER

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COURSE SYLLABUS

COURSE DESCRIPTION

The primary goal of the course is to create a transformational peer learning environment in which self-leadership and other leadership are integrated fully with Pentecostal spirituality. Significant time is also spent orienting the participants to the unique dynamics and requirements of Doctor of Ministry education. The course requires the implementation of a three month self-development plan.

COURSE OBJECTIVES

This course equips the participant to:

1. *Describe* both the history and current understanding of major leadership theories and models
2. *Articulate* a statement of personal values and vision
3. *Assess* leadership attributes in both self and others
4. *Plan* a consistent program of leadership self-development based on course materials
5. *Integrate* Pentecostal spirituality into the practice of the leadership arts
6. *Monitor* the interior life for signs of growth and health and intervene to correct deficiencies
7. *Prepare* for an optimal D.Min. experience by receiving a basic orientation to the program

COURSE OUTLINE

I. The Credible Leader: Earning Other-Leadership

- A) *Defining question*: What is it like to be led by me?
- B) Leadership Theories and History
- C) Leadership Models and Metaphors
- D) Leadership Skills and Styles
- E) Leading Laterally and Upward

II. The Led Leader: Practicing Self-Leadership

- A) *Defining question*: Am I worth following?
- B) Self-awareness: the courage to look in the mirror
- C) Personal style: the decision to become intentional
- D) Personal integrity: the prioritization of moral authority
- E) Personal spiritual formation: the strength of weakness

III. The Spirit-Filled Leader: Developing a Pentecostal Leadership Spirituality

- A) *Defining question*: Do we *make* it happen or *let* it happen?
- B) Power, Process and a Third Way

COURSE REQUIREMENTS

1. Pre-Session (200 total points)

- a. *Read*: Complete the required reading of 483 pages. Also read one book from the Spiritual Discovery Listing and complete all testing and exercises in that book. Finally, read at least one book from each of the other three lists: the *Other-Leadership* list, the *Self-Leadership* list, and the *Leadership Spirituality* list with a total of 1100 pages read from those lists combined. Substitute books can be found in the course bibliography. Participants will submit a reading report (attached) on the last day of class indicating how much of the reading has been completed. Full credit requires all reading be complete. (100 points)

(NOTE: It is a violation of academic policy to claim credit for books read prior to the course. Substitute a book from the *Bibliography* for those read previously.)

- b. *Write*: Prepare a 5-page paper synthesizing the 3-5 ideas from the readings that made the greatest impact on you and how those ideas apply to your ministry context. You will do an oral presentation of your paper in summary form during one of the class sessions. (100 points)
- c. *Spiritual Assessment and Analysis*: On the web go to the following site and take all or most of the tests: <http://assess-yourself.org>. Score your own tests, study the results, and incorporate your findings in the Post-Session Writing Project. Also include in that writing project the insight and information you received from the book you selected and the assessment you completed in the Spiritual Discovery section. Be prepared to discuss your learning in class. Bring along the results of your findings to the class as well.

2. Session

- a. *Attendance* at all class sessions and activities
- b. *Active contribution* to the peer learning environment, including discussion, integration of pre-reading, and relationship-building.

3. Post-Session Projects (800 total points)

- a. *Personal retreat*: Prior to beginning the Post-Session Writing Project, each participant is required to take an individual spiritual retreat of at least one day in length. The purpose of the retreat is prayer, Scripture study and meditation, journaling, and reflection on the participant's life and ministry. This is to be a time of disconnection from the outside world, offering God an opportunity to speak to us about our leadership and our lives. Reflections developed during the personal retreat should be integrated into the Writing Project.
- b. *Accountability Partner*: All course participants are required to maintain or begin a rigorous and regular accountability relationship (outside of their home) **in order to pass the course**. This relationship may be either with a trusted individual or with a group. The existence and effectiveness of the relationship will be reported in the Post-Session Writing Project.
- c. *Writing Projects* (800 points):

In writing these two projects, refer only to essential sources and Scriptures, but these are *not* primarily library research pieces. I am looking for what *you* think and *why*, not for your ability to quote what someone else thinks.

- 1) *Pentecostal Spirituality*: This 10-page paper should deal with the question of what it means to lead "Pentecostal-ly." That is, to what extent, if any, does Pentecostalism contribute uniquely to the leadership arts for individuals and organizations? For example, do we "make it happen" or "let it happen?" (300 points)
Due date: postmarked no later than April 6, 2009.

[I am *not* looking for a repetition of our class discussion, a defense of Pentecostal doctrines, a spiritual autobiography, or a sermon recitation of Pentecostal virtues. Rather, write a thoughtful and practical treatment of how Pentecostalism influences the art of leading.]

- 2) *Leadership Development*: This 20-page paper deals with the question, "What is it like to be led by me?" (500 points)
Due date: postmarked no later than May 18, 2009.

Evaluate your life as a leader in terms of the following:

A) *Leadership and Spirituality Self-Evaluation*:

1. Identify your major leadership strengths and skills
2. Identify your dominant leadership style(s)
3. Evaluate your present influence and effectiveness with relevant groups as they relate to your styles and strengths.
4. Report on your learnings from the Personal Retreat, especially with regard to issues of character and spirituality.
5. Report your learning from the various surveys you took on-line as well as your thinking regarding your spiritual wholeness as evidenced through your reflection in class and from readings. Also include the insight you received from the book you selected on the Spiritual Discovery list and the assessment you completed in reading that book.

[Use evaluations done in readings, in class, as well as those done prior. However, be sure to interpret the findings; that is, don't just report scores from various evaluations; tell me what they mean, why, and whether you agree with them.]

B) *Leadership Self-Development Plan*: prepare a three-month self-development plan that includes:

1. A Personal Vision Statement (with explanation)
2. A Personal Values Statement (with explanation)
3. A plan for enhancing your leadership strengths and improving on weaknesses
 - a. Identify the resources to be used
 - b. Explain how you will measure and evaluate your progress
 - c. Describe how your plan is consistent with your Personal Vision and Values
 - d. Report on the nature and effectiveness of your accountability relationships.
[See Post-Session Accountability Partner above.]

Post-Session Writing Project Evaluation:

1. *Cogency*: Are the major assertions clear, specific, and adequately supported by evidence and/or reasoning? (50/100 points)
2. *Creativity*: Do the major themes represent engaging, original thinking? (50/100 points)
3. *Depth*: Are the ideas in the paper important and substantial?
Is the product of high-quality? Does it evidence reflective thinking? (50/100 points)
4. *Quality*: Is the use of language clear, compelling, and professional?
Is the writing well done technically? (50/100 points)
5. *Organization*: Does the paper have a clear structure and a progressive development of ideas? (50/50 points)
6. *Style*: Does the paper conform to the *Turabian* manual? (50/50 points)

TOTAL 800 points

Writing Process:

1. *Coaching and Editing:* The *Pentecostal Spirituality* post-session paper is *required* to be submitted to the Writing Coach before being turned in to the professor. This paper is due to the Writing Coach 30 days following the first day of class (March 9, 2009). The purpose of this requirement is to assess the quality of the participant's writing so that corrective measures may be taken if necessary, and to provide a coaching/editing experience that will catalyze good writing in the *Leadership Development* post-session paper, and in other writing throughout the remainder of the program. The Coach will charge the participant \$15 per hour, with the average paper costing \$45. Late papers will receive an additional charge. Editing costs are *not* included in the Program Fee. Contact information for the Writing Coach will be distributed in class.

Core 1 is the *only course* for which coaching/editing is mandatory *unless* the quality of the writing fails to meet minimum standards. In this case, coaching/editing may be required until the writing improves sufficiently. Optional editing services (charged per hour) are available for all other classes. Contact information for editors is available from the D.Min. office.

2. *Style Manual:* All written work is to be formatted according to the *Turabian* style manual 7th edition. http://www.amazon.com/Manual-Writers-Research-Dissertations-Seventh/dp/0226823377/ref=pd_bbs_1?ie=UTF8&s=books&qid=1195067596&sr=8-1
3. *Expectations:* All papers are to represent original, high-quality, graduate-level work, and are to be written in an academic style rather than an oral (sermonic) style. Writing from previous courses may not be recycled.
4. *Communication:* **Hardcopies** of the completed Post-Session Writing Projects must be mailed to the professor. *Do not use e-mail.*
5. *Title Page:* All papers should include a cover sheet with title, course information, name, address, and e-mail address in *Turabian* format.
6. *Due date:* The *Pentecostal Spirituality* post-session paper must be delivered to the professor's address postmarked no later than April 6, 2009. The *Leadership Development* post-session paper must be delivered to the professor's address postmarked no later than May 18, 2009. After Core 1, all future post-session work will be due in the D.Min. office postmarked no later than 60 days following the last day of the course.

LATE WORK

Each week beyond the due date by which the Post-Session Project is received will reduce its score by one letter grade.

COURSE GRADING

Expectations are high. An “A” is awarded for excellent work, a “B” for a good effort; a “C” is marginal, etc. Grading is a composite of points earned in each phase of the course:

Pre-Session Reading:	100 points
Reading Reflection Paper:	100 points
Pentecostal Leadership Post-Session Project:	300 points
Leadership Development Post-Session Project:	500 points
TOTAL:	<u>1000 points</u>

AGTS GRADING SCALE

Publishable = A+
100% - 94% = A
93% - 90% = A-
89% - 87% = B+
86% - 84% = B
83% - 80% = B-
79% - 77% = C+
76% - 74% = C
73% - 70% = C-
69% - 67% = D+
66% - 64% = D
63% - 60% = D-

PRE-SESSION READING

Required Books (Read All)

Hyde, Douglas. *Dedication and Leadership: Philosophy* (10th edition). Milwaukee: University of Notre Dame Press, 1992. (158 pages) (Note: In your reading consider this in relation to other leading groups today, e.g., Islam)

Kelley, Rhonda. *A Woman's Guide to Servant Leadership*. Birmingham: New Hope Publishers, 2002. (112 pages). **BRING THIS BOOK TO CLASS WITH YOU**

Nouwen, Henri. *In the Name of Jesus: Reflections on Christian Leadership*. New York: Crossroad, 1989. (81 pages)

Porter, Jeanne. *Leading Lessons: Insights on Leadership from Women in the Bible*. Minneapolis: Augsburg Fortress Press, 2005. (132 pages).

Spiritual Discovery Books (Select one)

Frazer, Randy. *The Christian Life Profile Assessment Tool Workbook: Discovering the Quality of Your Relationships with God and Others in 30 Key Areas*. Grand Rapids: Zondervan, 2005. (65 pages)

Hirsh, Sandra Krebs and Jane A.G. Kise. *Soul Types: Matching Your Personality and Spiritual Path*. Minneapolis: Augsburg Press, 2004. (254 pages)

Littauer, Marita and Florence Littauer. *Wired That Way*. Ventura: Regal Book, 2006. (178 pages)

Long, Candace. *Wired for Creativity: How to Discover, Develop, and Use Your God-Given Gift*. Theodore, AL: Evergreen Press, 2004. (160 pages)

Ware, Corinne. *Discover Your Spiritual Type*. Herndon, VA: The Alban Institute, 1995. (156 pages)

READ AT LEAST 1100 PAGES FROM THE FOLLOWING THREE LISTS, BUT AT LEAST ONE BOOK PER LIST

Other-Leadership Books (Select at least one)

Bennis, Warren. *On Becoming a Leader*. Reading, MA: Addison-Wesley, 1989. (226 pages)

Blanchard, Ken, Michael J. O'Connor, and Jim Ballard. *Managing by Values*. San Francisco: Berrett-Koehler, 1997. (154 pages)

DePree, Max. *Leading without Power: Finding Hope in Serving Community*. San Francisco: Jossey-Bass, 1997. (128 pages)

_____. *Leadership Is an Art*. DTP, 1990. (148 pages)

Greenleaf, Robert K. *Servant Leadership: A Journey into the Life of Legitimate Power and Greatness*. (25th anniversary edition). Mahwah, NJ: Paulist Press, 2002. (416 pages)

Hagberg, Janet. *Real Power: Stages of Personal Power in Organizations (3rd edition)*. Salem, WI: Sheffield Publishing, 2002. (316 pages)

Malphurs, Aubrey. *Values-Driven Leadership: Discovering and Developing Your Core Values for Ministry*. Grand Rapids: Baker Books, 1996.

Miller, Calvin. *The Empowered Leader: 10 Keys to Servant Leadership*. Nashville: Broadman & Holman, 1997. (240 pages)

Stanley, Andy. *The Next Generation Leader: Five Essentials for Those Who Will Shape the Future*. Multnomah, 2003. (160 pages)

Thrall, Bruce, Bruce McNicol, Ken McElrath. *The Ascent of a Leader: How Ordinary Relationships Develop Extraordinary Character and Influence*. San Francisco: Jossey-Bass, 1999. (224 pages)

Self-Leadership List (Select at least one)

Barna, George. *Turning Vision into Action*. Ventura, CA: Regal, 1996. (174 pages)

Buckingham, Marcus and Donald O. Clifton. *Now, Discover Your Strengths*. Free Press, 2001. (260 pages)

Clinton, J. Robert. *The Making of a Leader: Recognizing the Lessons and Stages of Leadership Development*. Colorado Springs: NavPress, 1988. (272 pages)

McIntosh, Gary and Samuel D. Rima, Sr. *Overcoming the Dark Side of Leadership*. Grand Rapids: Baker, 1997. (231 pages)

Lencioni, Patrick. *The Five Temptations of a CEO: A Leadership Fable*. San Francisco: Jossey-Bass, 1998. (134 pages)

Linsky, Martin and Ronald A. Heifetz. *Leadership on the Line: Staying Alive Through the Dangers of Leading*. Harvard Business School Press, 2002. (224 pages)

Quinn, Robert E. *Deep Change: Discovering the Leader Within*. San Francisco: Jossey-Bass, 1996. (232 pages)

Rima, Samuel D. *Leading from the Inside Out: The Art of Self-Leadership*. Grand Rapids, MI: Baker, 2000. (255 pages)

Leadership Spirituality List (select at least one)

Boa, Kenneth. *Conformed to His Image: Biblical and Practical Approaches to Spiritual Formation*. Grand Rapids: Zondervan, 2001. (466 pages)

Creps, Earl. *Off-Road Disciplines: Spiritual Adventures of Missional Leaders*. San Francisco: Jossey-Bass/Leadership Network, 2006. (185 pages)

McNeal, Reggie. *A Work of Heart: Understanding How God Shapes Spiritual Leaders*. San Francisco: Jossey-Bass, 2000. (205 pages)

_____ and Ken Blanchard. *Practicing Greatness: 7 Disciplines of Extraordinary Spiritual Leaders*. San Francisco: Jossey-Bass, 2006. (192 pages)

Stevens, R. Paul and Michael Green. *Living the Story: Biblical Spirituality for the Everyday Christian*. Grand Rapids: Eerdmans, 2003. (240 pages)

Sweet, Leonard. *Summoned to Lead*. Grand Rapids: Zondervan, 2004. (144 pages)

Cotton, Roger. "Numbers 11 and Doing a Pentecostal Biblical Theology of Church Leadership."
[available online]

http://www.agts.edu/faculty/faculty_publications/articles/cotton_numbers_11.html

AGTS Doctor of Ministry Program ---Core Course 1 Reading Report

Name (Please print): _____

Verify the portions of the assigned "Pre-session Reading Lists" you have read for this course. (Where substitutions have been made, note accordingly.) *This form is to be turned in on the last day of the course.*

Required books: 483 pages *Pages Read*

Hyde: _____

Kelley: _____

Nouwen: _____

Porter: _____

One selected spiritual discovery book: _____

Read a minimum of 1100 pages from these three areas with at least one book per category.

Self-Leadership books *Pages Read*

Other-Leadership books *Pages Read*

Leadership Spirituality *Pages Read*

Total Pages Read

Signature _____

Points Awarded: _____