

**Doctor of Ministry**  
**PTH 905 Leading Christian Organizations**

February 21-24, 2012 (AGTS)

Dr. J. Melvyn Ming

**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 organizational theories.
2. The participant will analyze the role of system thinking, 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 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 the "LDR Church Development Process Workbooks I and II -- Version 7" for \$55.00 the first day of class. This is the wholesale price and includes shipping.*

***Pre-Session***

1. Complete the **required reading from the pre-session reading list**. This course has an extensive reading requirement. This is necessary to acquaint you with key issues in Organizational Leadership. You will be expected to arrive at class sessions prepared with: 1) a high level of understanding of the text books and their concepts, 2) well-developed ideas about how these text books and their concepts relate to Scripture, and how concepts from these texts can and should be integrated into Church leadership.

## PRE-SESSION READING LIST

### A. ORGANIZATIONAL LEADERSHIP

Bossidy, Larry, Ram Charan, and Charles Burck. *Execution: The Discipline of Getting Things Done*. 1st ed. New York: Crown Business, 2002.

Charan, Ram, Stephen J. Drotter, and James L. Noel. *The Leadership Pipeline: How to build the leadership-powered company*. San Francisco: Jossey-Bass. 2001.

### B. ORGANIZATIONAL LEARNING

Joiner, Reggie, Lane Jones, and Andy Stanley. *The 7 Practices of Effective Ministry*. Sisters, OR: Multnomah Publishers, 2004.

Schein, Edgar H. *Organizational Culture and Leadership*. 3rd ed. The Jossey-Bass Business & Management Series. San Francisco: Jossey-Bass, 2004.

### C. TEAMS AND COLLABORATION

Ancona, Deborah G., and Henrik Bresman. *X-Teams: How to Build Teams That Lead, Innovate, and Succeed*. Boston, MA: Harvard Business School Press, 2007.

Hansen, Morten T. *Collaboration*. Boston, MA: Harvard Business Press, 2009.

NOTE: During the class each student will be expected to quickly read all of the LDR Church Development Process Workbooks I and II.

2. Complete a one to two page typed report for each text which includes:
  - 1) Your name and the date on the first page.
  - 2) A clear, signed statement that you have read the book in its entirety as the first item of each report.
  - 3) Two typed pages containing your answers to the following questions: (NOTE: This is not a summary of the textbook, but your higher level analysis and synthesis.)
    - (1) What is the author's thesis?
    - (2) What two to four insights from the book will be the most helpful to you in your personal ministry? Why?
    - (3) What two to four insights from the book would be the most helpful in training church leaders and clergy? Why?
    - (4) On a scale of 1 (low) to 5 (high) – What is your assessment of the book? Who would you recommend it to?

**3. All Reading reports are due at the beginning of the first session.** Late work will have the grade lowered.

4. Each 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. Complete assigned simulations.
2. Engage in collaborative learning with other participants.

### ***Post-Session***

Three options:

#### **1. Research Paper**

Write a 20 to 25 page paper identifying current research and business insights in one of the following areas:

- 1) Cultural Change
- 2) Teams and Collaboration
- 3) Systems Thinking for Businesses
- 4) Empowerment in Church Organizations

Research paper must include and demonstrate:

- 1) Significant contemporary organizational leadership reading and research. Must demonstrate exposure to at least twelve significant additional sources not used in the class
- 2) Analysis and synthesis of works cited
- 3) Correlation of research and analysis with Scripture
- 4) Significant recommendations and conclusions

#### **2. Applied Project**

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 through a major "shift in culture"
- 2) Leading a church or ministry through a major "change in strategy"
- 3) Leading a church to apply "systems thinking" to their operation
- 4) Leading a church or ministry to develop their "leadership pipeline"

Project must include and demonstrate:

- 1) Significant contemporary organizational leadership reading and research. Must demonstrate exposure to at least seven significant additional sources not used in the class
- 2) Comprehensive 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

### **3. Training Project**

Prepare a three to four hour training curriculum on one of the following:

- 1) Development of “teamwork skills” for multiple staffs of mid to large churches
- 2) Helping mid-level church/ministry leaders develop “execution skills”
- 3) Training top-level church/ministry leaders in how to adjust to the changes in organizational models (from hierarchy to relational)
- 4) Preparing pastors with “cultural change skills” needed to bring about significant change in a local church

Project should include:

- 1) Complete and comprehensive leader notes
- 2) Complete participant’s notes
- 3) Copies of all handouts, visuals, etc.
- 4) Clearly stated measurable outcomes for each session

**All work must be postmarked within 60 days from the last day of class.** Work will not be accepted in digital form. It must be mailed to the AGTS DMin office.

### **ALL PARTICIPANT ASSIGNMENTS**

**All papers** should have the student’s name, class name, and session dates on the front page and be stapled once or placed in a 3 ring binder. NO other covers, binders or spines are acceptable.