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CL 612XL Christian Leadership Development

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Date of Course: Summer 2008

Course Description: This course is designed to move students into deeper levels of understanding of the significant concepts and theories that shape our contemporary understanding of leadership development in a Christian context. From this base of understanding, students will be guided into discoveries of personal individual styles, strengths, and opportunities for growth in an effort to enhance personal leadership competencies with a deliberate servanthood focus.

Course Purpose: This course is designed to introduce the discipline of Christian Leadership Development. Special attention will be given to the nature of Christian Leadership as contrasted against secular leadership practices. This course also helps the student to locate him/herself in a particular style of Christian leadership. Consistently, one of the most significant tools to be developed out of this course is the Personal Spiritual Development Analysis [PSDA]. This tool helps the individual to view God’s handiwork in her/her life over a long span of time.

Some believe that anyone can be a leader and do leadership. Many of us have had the misfortune of serving under someone who believed themselves to be a leader, only to end up frustrated and disillusioned about ourselves and our place in God’s serve. This course will help to prepare us to identify a methodology for the selection and development of those individuals who should be tapped for service as leaders.

Finally, this course will help us to understand the deficiencies and areas of development within the Christian leadership discipline.

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Introduction: “Christian Leadership is a Paradox”¹
Welcome to CL612XL, Christian Leadership Development. Did you catch the significance of the opening statement? By asserting that Christian leadership is a paradox, we are suggesting that God doesn’t necessarily do things the way we might always expect. The message for us, and the intent of this course, is to develop an understanding around the ways in which the world views leadership and the way God views leaders and leadership; and that these are not synonymous. Understanding the paradox

¹ Rev. Dr. Patrick Tan “A Word from the Word”
of Christian leadership development is crucial to our growth and effectiveness as a Christian leader. It is my desire, during our semester together, to help you journey toward becoming the best Christian leaders that you can be.

Recent history has suggested that our society desperately needs help developing Christian leaders. I am to make sure that you are equipped to help, as a servant leader, to give our world the one sure hope – Jesus Christ. Not long ago, George Barna stunned the Christian community when he lamented the validity of his past research. He felt that he had proceeded from erroneous foundations – that of assuming that pastors in churches were also leaders. Perhaps they are, but more than likely they are not. By the end of this course, it is my desire that we will all know how to tell the difference.

**What we can expect from each other.**

Teaching online is becoming more comfortable for me. However, this is the first time that I have taught this particular course online. I sat under Dr. J. Robert Clinton [one of our authors] as I studied leadership development. I believe that if each of us invests the time necessary, it will be a positive experience for all of us. We will be learning and growing in this course together. We may also find out that we are both human, and may well make mistakes. One significant leadership trait is the ability to admit mistakes, apologize, and learn from them.

I understand when things begin to pile up in life and ministry – time just seems to get away from you. If you run into difficulties as we navigate our way into a deeper understanding of Christian leadership, communicate with me early so that we can find a way to deal with any problems.

There may also be times when I will need to be away from my desk and unavailable to be online. When that happens, I will let you know and I will also inform you when I will be back online so that you can plan better our conversation times. Why don’t you do the same for me? Please post a message to me using To Professor telling me that you will be away for a time. You may also want to post to the Prayer forum so that way we can pray for you, too! Don’t be shy about asking questions; others are probably as interested in the answers as you are. Please be aware of the limitations of trying to communicate through this medium and give others a chance to express themselves as well.

CL612 Christian Leadership Development is a three-hour course that meets for the summer of 2008. This course requires 107 hours of student involvement. If you can set aside approximately 8-10 hours per week for course work, you should do just fine. The way to succeed in a class like this is to try to spend time online [in our classroom] at least every other day. Block time into your schedule – you’ll be happy you did.

**Learning Objectives:** The student will be able...

1. to articulate and practice the basic disciplines for personal Christian leadership development and determine the most effective steps toward the attainment of proficiency in the art and practice of Christian Leadership;
2. to identify the most effective means for the development of a personal servanthood leadership style while examining key strategies for developing other servant leaders;
3. to accept roles of management and leadership within Christian ministries and the parish context, and respond to others who share those roles;
4. to facilitate personal spiritual growth through the application of Leadership principles and the development of a Personal Spiritual Development Analysis;
5. to demonstrate an understanding of the four classic organizational frames; and
6. to recognize selected organizational change processes and how to resolve the inherent conflicts that accompany change.

Required Reading:

Recommended Reading:

Online Communication Guidelines:

ExL Contact Information:
For technical support, library research support, library loans, and ExL media, contact Information Commons: info_commons@asburyseminary.edu or 859-858-2233; or Toll-free 866-454-2733.

For general questions and administrative assistance regarding the ExL program, contact Dale Hale: Exl_Office@asburyseminary.edu or 859-858-2393
Accessing Information Commons Materials

**General Questions:** The Information Commons is a “one-stop shop” for all student research, circulation and technical needs. The Information Commons hours are posted here: [http://www.asburyseminary.edu/information/hours.php](http://www.asburyseminary.edu/information/hours.php)

**Materials Requests:** To search the library catalog for available materials, click here: [http://www.asburyseminary.edu/information](http://www.asburyseminary.edu/information)

ExL students may request books, photocopies or emailed attachments of journal articles/portions of reference books from Asbury Seminary’s Library. Please allow 3-10 business days for all requests to be filled. Contact the Information Commons for costs and instruction on how to make requests.

ExL students are encouraged to make use of local library resources. Students who live within a 50 mile radius of either the Florida or the Kentucky campus should come to campus to obtain their materials.

**Research Questions:** ExL students are encouraged to contact the Information Commons for research assistance, including help determining the best sources to use for a paper, finding book reviews, or research questions about using the online databases or any other library materials.

**Online Databases:** To access the online library resources including the library catalog and full-text journal databases, go to [http://asburyseminary.edu/information](http://asburyseminary.edu/information) and enter your 10-digit students ID# number in the login box. Your student ID# is provided on the biographical information section of the student registration webpage. Add a 2 and enough 0’s to the front to make a 10-digit number [20000XXXXX where XXXXX = your student ID].

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**ExL Media Copyright Information:** By the use of this material, you are consenting to abide by this copyright policy. Any duplication, reproduction, or modification of this material without express written consent form Asbury Theological Seminary and/or the original publisher is prohibited;

**Course Requirements:**

- Complete assignments and exercises as requested in the particular Module by the due date for each assignment [see Module agenda for due dates];
- Participate in online discussion forums regularly;
- Prepare 2 critical book reviews;
Interview two leaders, one from a church setting, the other from a para-church setting;
Prepare a PSDA on yourself;
Prepare and share reflection papers as assigned

Assignments will be due on Mondays, 11:55pm EST [henceforth listed as “midnight”]. Hopefully, this gives you freedom to work throughout the week on assignments and provides ample time to fulfill dialogue requirements during the week. Be sure to plan your time accordingly. Notes: (1) There are two midweek [Thursday] due dates. These are to provide opportunity for you to write thoughtful responses to your classmates’ postings. (2) Written materials are expected to be submitted on time; late papers will receive no written comments and the grade will be penalized one-third of a letter grade per day.

Module Agenda and Due Dates  [subject to change: please check the Moodle module outline]
Module 1: June 2 – June 16  Perspectives on Christian Leadership
♦  Listen/Watch the Audio/Video presentation for the module.
♦  Assigned reading: Blackaby – Chapters 1 & 2; Engstrom – Chapter 7 download; Clinton – Chapters 1 & 2; Hawkins – Chapter 5 download.
♦  Update your profile in Moodle (Click on your name and then Edit Profile) and send a personal greeting to Forum 1.1 by Wednesday, Sept 4. Tell our class what leadership role you have in your current ministry. Then reply to at least two of your classmate’s greetings in the Forum. This will let us all meet one another and will let me know you are on board with the class.
♦  Assignment 1.1 Prepare a reflection paper on your personal experience with a Christian leader. Was it a positive or negative experience? Why? What made that person a leader? What factors can you identify in that person’s leadership that helped or hindered others from following? Due: Monday, June 9, Midnight Eastern Standard Time (EST). [2%]
♦  Develop your own definition of Christian Leadership and post in Forum 1.2 by Monday, June 9. Reply to two of your classmate’s definitions. [2%]
♦  In partnership with another classmate, identify the key principles of Christian Leadership and post in Forum 1.3 by Thursday, June 12. Compare your findings with at least one other partnership. [3%]
♦  Compare and contrast secular leadership and Christian Leadership and post in Forum 1.4 by Monday, June 16 (no more than 300 words). Reply to two of your classmate’s posts. [3%]
♦  Assignment 1.2 Create the first draft of your PSDA Generalized Timeline. Due: Monday, June 16, Midnight (EST).

Module 2: June 16 – June 30  The Context
♦  Listen/watch the Audio/Video presentation for Module 2.
♦  Assigned reading: Blackaby – finish; Gibbs – complete text
♦  Assignment 2.1 Prepare a four to five-page review of Spiritual Leadership. Download the “Book Review Format,” this will be your guideline for this assignment. Due: Monday, June 23, Midnight (EST). [10%]
♦  Identify the assumptions that undergird the study of Christian Leadership. Post these in Forum 2.1 by Thursday, June 26. Reply to two of your classmate’s posts, discussing the similarities and differences found in these assumptions by Monday, June 30. Dig deep here. Post any questions that arise out of this study, and try to discern the theological and philosophical aspects of “Christian Leadership”. [5%]
♦ In your assigned groups, [Forum 2.2] identify the essential functions of Leadership. Submit your group’s consensus by **Monday, June 30, Midnight (EST).** [5%]

**Module 3: June 30 – July 14  The Christian Leader (Types)**
♦ Watch/Listen to the Audio/Video presentation for module 3.
♦ Assigned reading: Clinton – balance of text; McIntosh/Rima – entire text; Hawkins – Chapter 9
♦ **Assignment 3.1** Develop a paper that critically examines the four types of Christian leaders identified by Clinton. Do you agree with his selections? Can you think of another that he might have missed? **Due: Monday, July 7, Midnight (EST).** [10%]
♦ **Assignment 3.2** Identify your own Christian leadership type and share its implications for ministry. **Due: Monday, July 14, Midnight (EST).** [4%]
♦ **Assignment 3.3** Prepare a reflection/review of McIntosh/Rima [use the book review format]. Be sure to include the implications from your “dark side” findings. **Due: Monday, July 14, Midnight (EST).** [10%]
♦ Continue working on your PSDA. How many different types of Process Items have you identified for yourself?

**Module 4: July 14 – July 28  The Christian Leader (Vision)**
♦ Watch/Listen to the Audio/Video presentation for module 4.
♦ Assigned reading: Stanley – entire text;
♦ In your assigned groups, [Forum 4.1] discuss the difference between Clinton, Engstrom and Stanley. Post your group consensus of the differences by **Monday, July 21, Midnight (EST).** [2%]
♦ **Assignment 4.1** Identify your own personal Christian leadership styles and share their implications for ministry. **Due: Monday, July 28, Midnight (ET).** [4%]
♦ **Assignment 4.2** Identify leadership principles from Nehemiah and relate these to a New Testament Christian leader. **Due: Monday, July 28, Midnight (ET).** [5%]

**Module 5: July 28 – August 11  The Christian Leader (Character)**
♦ Listen/Watch the Audio/Video presentation for module 5.
♦ Assigned reading: Trall, et al. – entire text. Hawkins – Chapter 10
♦ In your assigned group, address the following: [Assignment 5.1]: **Note:** This is a major project – it will take you most of the two weeks to put it together. Don’t wait!!
  o Develop a chart that encapsulates the major themes from *Ascent of a Leader*.
  o Analyze Apostle Paul’s criteria for being in leadership as identified in I and II Timothy.
  o Compare and Contrast the themes from *Ascent* and the teaching of the Apostle Paul.
  o Discuss the sources of power in relation to leadership issues.
  o Develop a profile of an effective Christian leader with regard to the use of power. **Due: Monday, August 22, Midnight (EST).** [10%]

**Module 6: August 11 – August 22  The Christian Leader (Legacy)**
♦ **Assignment 6.1** Interview two leaders [one church setting, one para-church setting] concerning leadership: style, character, vision, followers, power, etc. Compare / Contrast, then develop a case study that suggests the outcomes that should be expected from the life of a successful Christian leader in Afterglow. **Due: Monday, August 18, Midnight (EST).** [5%]
♦ In your assigned group, [Forum 6.1] develop a model mentoring program. **Due: Monday, August 18, Midnight (EST).** [5%]
Assignment 6.2 Complete and submit your PSDA. Due: Friday, August 22, Midnight (EST). [15%]

Needful Things
The primary components of our Moodle classroom consist of Audio/Video Presentations; Forums (where group class work & discussions will be done); Assignments (where all of your completed individual assignments will be posted); and, Dialogue (where you will send course correspondence that is not a part of a forum discussion).

At the beginning of each Module, I will direct you to the devotional thought or prayer. You should get into the habit of opening each Module with a prayer of your own. Also, take time to share with us your prayer requests and updates in our Prayer Forum. I also want to encourage you to participate in the Wilmore campus chapels that you can access through the Asbury Seminary website.

Every effort should be made to stay within the time frame established in each Module. This will help both of us maximize the course experience and ensure that you are not graded down for late work.

I will also "open" two Modules at a time for those of you who may want to work ahead. This means that I will open Modules 1 and 2 at the beginning of the course. When the time expires for Module 1, I will open Module 3 so Modules 2 and 3 will be open at the same time and so on. The syllabus will be accessible throughout the course.

Don't forget, this is not an independent study. It is important that you keep pace and not fall behind. I will be asking you to share at various times with others in the class. They are depending on you, so look ahead and plan wisely. Let me know if you start running into timing difficulties.

Online Section Descriptions and Communication Guidelines
The Virtual Classroom is built upon the open-source Moodle platform. By logging into http://virtual.asburyseminary.edu you will have access to this course and be able to collaborate with participant-colleagues and me throughout the course. The following are functions with which you should familiarize yourself:

1. The Course Information Center contains many features to be used throughout the semester:
   a) Course News and Announcements, where I will post items important for the entire class;
   b) Syllabus, where a copy of the syllabus is provided;
   c) To Professor, which is a way for you to post a message directly to me and we can discuss an issue privately;
   d) Course Questions, which is a public forum where you can publicly post any questions you have regarding the course so others may see your message and respond. Anytime you have a question or comment about the course, the schedule, the assignments, or anything else that may be of interest to other participants and me you should post it to the Course Questions Forum;
   e) Prayer Forum, which is a public forum where you can post prayer concerns and praises for all to see. This is a way for us to build community;
f) **Open Forum**, which is a public forum where you can post anything that is not course-related for all to see. Examples include someone getting married, an upcoming birthday, discussions on topics not course-related, etc. This is a way for us to build community.

2. **Modules**, which are located below the Course Information Center, will contain forums where group discussions will take place, documents or other files to download or view online, and assignment links where you will post your assignments to me. Modules will be clearly labeled so you can follow along during the semester.

3. **Resources**, a section located on the left side, provides links to items you may want to use often in the semester.

**Student Evaluation:** One easy way to be consistent with all students with regards to grading is to set up a scoring rubric. The rubric for this class is as follows.

5 = **Exceptional work:** surpassing, markedly outstanding achievement of course objectives.

Exceptional work is constituted by such things as: substantive reflection that reveals engagement with the “big ideas” of scripture and/or the “big ideas” represented in the existing body of knowledge from the social science in a particular area of study and represented via assigned text and presentations; thorough and penetrating personal insights gained from a sustained consideration of one’s experience; and excellence in grammatical, stylistic and communicative aspects of writing.

4 = **Good work:** strong, significant achievement of course objectives.

Good work is constituted by: solid reflection on the assigned readings and presentations in response to the given questions for a particular unity; the capacity to utilize classroom discussions and readings to understand and critically engage one’s own story; accurate ability to name specific ministry implications from one’s processing of information; and carefulness in grammatical, stylistic and communicative aspects of writing.

3 = **Acceptable work:** basic, essential achievement of course objectives.

Acceptable work is constituted by: obvious acquaintance with the assigned readings and classroom discussions at a level that allows for reflection and thought in response to the questions posed for a particular unit, references to one’s own story at a level that makes application of truth and would interest another individual in the insights being expounded; capacity to communicate grammatically and stylistically without detracting from the presentation.
2 = Marginal work: minimal or inadequate achievement of course objectives.
Cursory rendering of the assignment that fail to represent the instructor’s intent; a flat restatement of the instructor’s work void of any personal appropriation of the material; grammatical or stylistic errors that frustrate the reader and detract from the though of the paper; or other failures to fulfill reasonable expectations flowing from a seminary course of this nature.

1 = Unacceptable work: failure to achieve course objectives.
Unacceptable work is usually willful, unexplained, or inexcusable lack of fulfillment of class assignments.

Grade Scale
93 – 100 = A = 5
85 – 92 = B = 4
75 – 84 = C = 3
65 – 74 = D = 2
00 – 64 = F = 1