

Leadership and Vision

FM 503-100

Fall 2010

Urbana Theological Seminary

Syllabus

The mission of Urbana Theological Seminary is to provide graduate theological education which prepares people for Christian ministry and leadership, equipping them to love, know, and serve God.

Torrence E. Sparkman, MDiv., Ph.D Candidate

(217) 398-2064

Email: tsparkm3@illinois.edu

Class time: Fri 6-9 pm

Sat. 9-4 pm

Credit Hours: 3

Course Description: This course focuses on equipping Christian leaders to minister in a postmodern culture in whatever setting they may be. Attention will be placed on biblical models for leadership, theories of leadership, finding and communicating vision.

Course Goals:

- 1) To gain an understanding of biblical leadership and vision**
- 2) To gain an understanding of Leadership theories**
- 3) To understand the alignment mission, values, gifts and organizational objectives**
- 4) To organization and people dynamics as they relate to leadership**
- 5) To understand and exercise leadership skills and assessment tools**

Required Books:

Blackaby, H., & Blackaby, R., (2001) *Spiritual Leadership: Moving People On To God's Agenda*. Broadman and Holman Publishers

Malphurs, A., (1999) *Advanced Strategic Planning: A New Model for Church and Ministry Leaders*. Baker Books

Ogden, G., & Meyer, D. (2007) *Leadership Essentials: Shaping Vision, Multiplying Influence, Defining Character*. Inter Varsity Press

Recommended Book:

Northouse, P.G., (2007) Leadership: Theory and Practice (4th ed). Sage

Student Requirements and Grading Criteria

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|---|------------|
| 1) Participation and Attendance- | 10% |
| 2) Homework Assignments- | 10% |
| 3) Reading Reports and Individual Exercises- | 20% |
| 4) Mid-term Exam- | 30% |
| 5) (2) Projects- | 30% |

Course Outline & Schedule

Week 1. Aug 27-28

Fri. Aug 27

Introduction, Course overview, Syllabus, Individual/ Personal leadership requirements

Assigned Reading: None

Objectives:

- 1) Explain the roles of the instructor and students
- 2) Explain the course objectives and design
- 3) Explain the grading system
- 4) Get acquainted with students and their views of leadership
- 5) Discuss biblical individual leadership requirements and experiences

Homework: Read Mission, vision, and ethics handouts

Read Chapter 1 & 2 – Spiritual Leadership

Sat. Aug 28

Introduction to Leadership, Vision and Mission, Organizational objectives and Individual alignment, Elements of Power, Introduction to Leadership Theory

Assigned Reading: Read Mission, vision, and ethics handouts, Read Chapter 1 & 2 – Spiritual Leadership

Objectives:

- 1) Explain and discuss elements of leadership, vision, and mission
- 2) Tell why an organization should have a mission and vision statement

- 3) Tell what questions a mission and vision statement should answer
- 4) Discuss the importance of spiritual and practical alignment
- 5) Construct personal and organizational mission statements
- 6) Explain and discuss the element of power
- 7) Explain devotion assignment
- 8) Introduce Leadership theories

Homework: Write a mission and vision statement for an organization (church/ parachurch, etc) and explain the features of its spiritual and practical alignment

Read Chapter 3-8 Spiritual Leadership

Read Chapter 1-3 Advanced Strategic planning

Read Articles on Leadership Theory

Week 2 Sept 24-25

Fri. Sept 24

Brief review, Devotion, Leadership Theory, Leadership Roles, Introduction of leadership and spiritual gifts

Assigned Reading:: Read Chapter 3-8 Spiritual Leadership, Read Chapter 1-3 Advanced Strategic planning, Read Articles on Leadership Theory

Objectives:

- 1) Explain the concept and feature of various leadership theories including: Servant leadership, Transactional and Transformational leadership, Emotional Intelligence, Leader Member Exchange, etc.
- 2) Explain Leadership from a behavior and skills perspective
- 3) Describe leadership roles and responsibilities
- 4) Allow individuals to present devotion

Homework: Read Scenario Planning Handout, Spiritual Gifts and Strategic planning handouts, finish reading leadership theory articles, Begin reading Leadership Essentials

Sat. Sept 25

Brief review, Leadership and Spiritual Gifts, Group Dynamics, Strategic planning, Scenario planning

Assigned Reading: Read Scenario Planning Handout, Spiritual Gifts and Strategic planning handouts,

Objectives:

- 1) Review previous lecture main points
- 2) Discuss individual spiritual gifts
- 3) Discuss how leadership and spiritual gifts intersect
- 4) Explain individual and group project
- 5) Explain element of group dynamics
- 6) Describe principles involved in strategic planning
- 7) Describe principles of Scenario planning
- 8) Form group and discuss responsibilities
- 9) Develop project outline

Homework: Work on individual and group projects, Prepare for midterm, Read Chapters 9-11 Spiritual Leadership, Read Chapters 6,8,9 Strategic Planning, Read Handout on facilitation and Robert's Rules, Continue to Read Leadership Essentials

Week 3 Oct. 29-30

Fri. Oct 29

Mid-term, Devotions

Objectives:

- 1) Assess student knowledge in the form of a test with true false and essay questions

Assigned Reading: Read Scenario Planning Handout, Spiritual Gifts and Strategic planning handouts,

Homework : Review Facilitation and Roberts Rules Handouts

Sat. Oct. 30

Conference calls with 2 leaders of church or para church organization, Organization Development and Change, Assessment tools, facilitation and Robert's Rules exercise

Assigned Reading: Read Scenario Planning Handout, Spiritual Gifts and Strategic planning handouts,

Objectives:

- 1) Understand the leadership experiences and challenges of those who hold leadership positions in church and para church organizations
- 2) Explain the elements of Organization Development and change

- 3) Familiarize students with the use and application of assessment tools
- 4) Describe the elements of facilitation and running a meeting
- 5) Facilitate a brief discussion and run a meeting with the use of Robert's Rules

Homework: Work on individual and group project, Read Chapter 10 & 11 Strategic Planning, Continue reading Leadership Essentials

Week 4 Nov 19-20

Fri. Nov 19

Test review, Individual presentations -strategic plan, Introduction to Evaluation

Assigned Reading: Read Chapter 10 & 11 Strategic Planning, Continue reading Leadership Essentials

Objectives:

- 1) Review test items and answers
- 2) Individual strategic plan presentation by students
- 3) Present and discuss elements of evaluation

Homework: Finish reading Leadership Essentials and exercises, Complete Group project

Sat. Nov 20

Evaluation, Group presentation, What we've learned, Leadership Essentials

Assigned Reading: Finish reading Leadership Essentials and exercises

Objectives:

- 1) Complete discussion on elements of evaluation
- 2) Group presentation of scenario plan
- 3) Discuss what we have learned throughout the semester
- 4) Students will verify completion of Leadership Essentials and exercises

COURSE EXPECTATIONS & GRADING SYSTEM

Course Expectations

- *Attendance* at class is assumed. If the student can not be present on any particular evening, taping of the lecture is encouraged for the student's use. The student is

responsible to provide the equipment and arrange for someone to run it.

- The format of this class, as one of the introductory synthetic (“big picture”) courses in the curriculum, is primarily lecture. However, *participation and interaction* are encouraged, whether in the asking of questions, engaging the professor in discussion after class or at his office, or in the formation of study groups to reinforce learning of the materials.
- All work is to be turned in *on time* and *in hard copy* (no e-mail submissions). In the event of significant unforeseen circumstances, particularly ill health or tragedy, the student is encouraged to make arrangements with the professor to have a different due date. Submission of work after the deadline may result in a lower grade.
- All policies of Urbana Theological Seminary regarding *extensions* and *grading* are in effect. Consult the [Urbana Seminary Catalogue](#) if there are questions about these matters.

Grading

Urbana Theological Seminary’s grading system shall be used for this course:

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|----|------|-------------|
| A | 4.00 | 92.5 - 100 |
| A- | 3.67 | 89.5 – 92.4 |
| B+ | 3.33 | 86.5 – 89.4 |
| B | 3.00 | 82.5 – 86.4 |
| B- | 2.67 | 79.5 – 82.4 |
| C+ | 2.33 | 76.5 – 79.4 |
| C | 2.00 | 72.5 – 76.4 |
| C- | 1.70 | 69.5 – 72.4 |
| D+ | 1.30 | 66.5 – 69.4 |
| D | 1.00 | 62.5 – 66.4 |
| D- | .70 | 59.5 - 62.4 |
| F | 0.00 | 0.0 - 59.4 |

