

Course Number & Title – CML210 Fundamentals of Leadership

Department – Church & Ministry Leadership

Contacting Your Professor – To contact your professor, in Canvas, select "Inbox" from the global navigation bar on the left-hand side of your screen. After selecting inbox, click the pencil in the top right of your screen to begin your message. Type in your professor's name and your message before sending.

Delivery – Online

Course Description – Building on a foundation of personal character development, this course will overview theological and philosophical essentials for effective leadership. Students will learn how God has uniquely created them for leadership and how to utilize strategies for team building, conflict management and leading change. (3 credits)

Course Prerequisites – None

Student Learning Outcomes – As a result of this course, the student will do the following:

1. Discover and articulate a biblical philosophy of leadership.
2. Advocate for the primacy of integrity in leadership.
3. Cultivate effective diverse ministry teams.
4. Identify one's personal leadership style and distinguish it from other prominent styles.
5. Articulate a theology of conflict management.
6. Formulate methods of leading change, including strategic planning.

Course Requirements

1. *Textbooks*
 - a. Blanchard, Ken, et al., *Lead Like Jesus Revisited: Lessons from the Greatest Leadership Role Model*, W Publishing Group, 2016. ISBN: 9780718077259
 - b. Carbonell, Mels, and Stanley Ponz, *Personalizing My Faith: Membership and Ministry Profile*, Uniquely You Publishing, 2006. ISBN: 9781888846287
 - c. Rath, Tom, and Barry Conchie, *Strengths Based Leadership: Great Leaders, Teams and Why People Follow*, Gallup, 2008. ISBN: 9781595620255
2. *Materials*
 - a. None

3. *Assignments*

- a. **Personal Leadership Assessments (25%)** – Complete both profiles in the booklet and highlight the applications of the blending of your spiritual gifts and DiSC profile. Details will be provided on the course website.
- b. **Leadership Interview (15%)** – Interview a paid ministry leader to discover their views on the value of integrity in leadership, what style of leadership characterizes their ministry, how they facilitate team building, their strategy for leading through change, and how they manage conflict.
- c. **Reading Reflections (20%)** – Readings from your textbooks, as well as viewing of videos, will be scheduled throughout course. Pause and Reflect assignments and various discussions will give opportunity to digest and interact on the material.
- d. **Elective Assignment (15%)** – Choose one:
 - i. **Journal Critique:** Read and critique a journal article that deals with conflict management or conflict resolution. Critiques should be two pages, following the MLA guidelines.
 - ii. **Case Study:** Select a current problem of a team dysfunction being experienced by your local church as a case study. Assess it, analyze it, and explain how you would go about resolving the issue if you were the leader responsible for doing so. What hurdles are keeping existing leaders from solving the problem? Discuss your view in a two-page paper.
 - iii. **Collateral Reading:** Complete 200–250 pages of collateral reading on various aspects of church leadership pertinent to this course. Readings may be journal articles or portions of several books. A minimum of five sources is required. Submit an annotated bibliography for each source you read along with the number of pages read.
 - iv. **Team Building:** Create or select a team-building exercise/activity for the team you minister alongside. Submit a one- to two-paragraph explanation of what you intend to do and when you plan to do the activity with your team at least one week prior. After you complete the activity, write a description of what you did, how teammates responded and what lessons you learned. Your written summary should be two to three pages in length.
 - v. **Interview:** Select a male and a female on a team who work together asking both to evaluate the strengths and weaknesses of their team's effectiveness, unity, and interaction. Briefly describe their comments in a two- to three-page paper, specifically noting any gender perspectives that might be conveyed.
 - vi. **Journal:** Maintain a weekly journal of personal lessons you are learning this semester about leadership. Integrate how you are applying this course material to your leadership roles at LBC | Capital, in Christian Service ministries, internships and practicums. Submit the journal in writing for review. A minimum of 12 journal entries is expected. Each entry should be two to three paragraphs long.
 - vii. **Bible Example:** Choose a biblical person, and study their leadership as described in Scripture. The person that you choose must be mentioned in enough detail that you

are able to discern their leadership style and convey examples of positive/negative character traits. Use the following guidelines to complete the assignment.

- Select the person that will be reviewed.
- Indicate the passages of Scripture that were read (a minimum of two chapters or 50 verses are required).
- Give a brief overview of the individual: background, marital status, "position," personality type, etc.
- Summarize their approach to leadership: leadership style, communication style, decision-making, effectiveness as a leader.

After completing the assignment, present a news report to your classmates about this individual as if they were still alive today. Document your work as if you were doing a biographical sketch on the evening news. The news report should be 5–10 minutes in length and contain both audio and visual.

- viii. **Proposed Assignment:** Propose (before you do it) a project/assignment for consideration by the professor. Your written proposal should be a maximum of two paragraphs.
- e. **Philosophy of Leadership Paper (20%)** – This will be a five- to seven-page paper expressing your biblical philosophy of leadership. Special attention should be given to providing a definition of leadership, the biblical basis of leadership, the development of a leader, personal strengths/style, personality/gifting, serving in team, leading change, and resolving conflict. Each paper should be written as a synthesis of what has been learned culminating in an overarching statement of your personal leadership beliefs and praxis.
- f. **Meeting Participation Reports (5%)** – Each week, you will participate in a live meeting led by your instructor to discuss course topics, ask questions, and reflect on what you're learning. These meetings will be conducted online, and you are required to participate either through live attendance or by watching the recording and completing a reflective activity. Further details will be provided by your instructor.

4. *Exams and Quizzes*

- a. None

5. *Extra Credit*

- a. None

Course Procedures

1. *Course Practices* – This online course uses discussions, readings, videos, and other resources and activities to aid and measure the learning of its objectives. Work through the weeks in sequential order, completing the learning explorations and assignments. Please take these opportunities to interact with the instructor and fellow students about the course content, the learning experience, and the relationships between the material and one's experience.
2. *Grading Policy, Rating Scale, Use of Rubrics, etc.*

<i>Excellent</i>	A	=	94–100	B-	=	80–83	D+	=	67–69
	A-	=	90–93	C+	=	77–79	<i>Passing</i> D	=	64–66

B+	=	87–89	<i>Average</i>	C	=	74–76	D-	=	60–63
<i>Good</i> B	=	84–86		C-	=	70–73	<i>Failure</i> F	=	0–59

The weight of each assignment in relation to your final grade is allocated in this way:

Personal Leadership Assessments	25%
Leadership Interview	15%
Reading Reflections	20%
Elective Assignment	15%
Philosophy of Leadership Paper	20%
Meeting Participation Reports	5%

3. This course adheres to [LBC | Capital's Global undergraduate policies and services](#). These include:
 - a. Attendance Policy
 - b. Late Assignment Policy
 - c. Make-up Policy
 - d. Ally Center Statement
 - i. Accessibility Services
 - ii. Writing Services
 - iii. Academic Mentoring Services
 - e. Academic Integrity Statement
 - f. Statement on Self-Care

Course Resources

1. *Technology Difficulties* – The Help Desk is available to help you with computer and technology problems and questions. Call 717.560.8200 ext. 4357 (HELP), email help@lbc.edu, or visit lbc.edu/helpdesk.
2. *Library Resources* – The library subscribes to numerous databases to provide access to scholarly and peer-reviewed journal articles, eBooks, newspapers, magazines, and much more. Online resources are accessible anywhere on campus or remotely 24/7 using your LBC username and password. To access these resources, go to lbc.edu/library. The library website also includes links for students to request research assistance:
 - CHAT NOW is for immediate assistance – usually from a non-LBC librarian.
 - ASK US is for information from an LBC librarian within 24 hours (Monday–Friday).
 - SCHEDULE A MEETING is for arranging an appointment with a librarian, either in-person or online.
3. *Program/Content Coordinator* – ChurchLeadership@lbc.edu
4. *Bibliography* – None
5. *Extra Resources* – None