

**Syllabus for PT512: Leadership**  
**Reformed Theological Seminary – Atlanta**  
**Spring 2009**  
**Professor - Rusty Ricketson, Ph.D., D.Min.**  
**Email – ricketson@LRU.edu**  
**Cell Phone – (770) 356-8293**  
**Associate Professor of Leadership**  
**Luther Rice Seminary & University**

**Course Description:**

The historical development and biblical principles of management theory and leadership style are examined. Attention is given to personal and spiritual development as a leader, development of future leaders, handling normal hindrances to leadership in ministry, vision casting and strategic planning, setting goals, budgeting, and overseeing the church organization.

**Course Objectives:**

As a result of taking this course the student will be able to:

<b>Learning Objectives for PT512</b>
1. Outline the historical development of management and leadership theory from the 1900's to the present.
2. Reproduce the lessons and stages of leadership development.
3. Develop a leadership philosophy that reflects the integration of leadership theory and biblical truth.
4. Define Christian leading and following and the interdependence of this process.
5. Develop core values, mission, and vision statements.
6. Outline how to introduce change to an organization.
7. Design a basic strategic plan for the organization.
8. Explain how to deal with conflict in the organization.

**REQUIRED TEXTBOOKS:**

Clinton, J. Robert. *The Making of a Leader*. Colorado Springs: Navpress, 1988. 234 pp.

Malphurs, Aubrey. *Advanced Strategic Planning: A New Model for Church and Ministry Leaders*. Grand Rapids, MI: Baker Books, 1999. 369 pp.

Sanders, J. O. *Spiritual Leadership*. Chicago: Moody Press, 1994. 179 pp.

## COURSE REQUIREMENTS

1. **Attendance and Class Participation. (10%)** You are encouraged not to miss any classes unless providentially hindered. You will be responsible for obtaining from classmates any material missed. Students are required to participate and contribute to the quality of the weekly class. Students are encouraged to ask questions, offer answers to questions asked by the instructor, and share from their relevant experiences of leadership formation. The weekly assigned readings should aid students in their contributions to the class discussions on the discussion board.
2. **Daily Devotional and Reading. (10 %)** Students are required to maintain a daily devotional period and maintain a spiritual journal throughout the period. The development of this devotional time will be at the discretion of the student. The required textbook and articles assigned in this syllabus are essential reading. To facilitate class discussion and prepare the student for the final assignments, it is important for the student to read the reading assignments **before** each week and prior to completing the appropriate assignments. Evidence of the student's reading will be ascertained by the quality of the student's input in the discussions and written assignments, as well as, through the honor system approach.
3. **Philosophy of Leading Development Paper . (25 %)** A major goal of this course is to challenge students to develop a biblically sound personal philosophy of leadership, addressing elements that are shown to influence leadership in ministry contexts. Each student is required to turn in an extensive biblical philosophy of leadership paper that evidences an understanding of the lectures, interaction with assigned texts, and their personal spiritual formation. The paper should include: (a) a biblical definition of leadership, (b) Godliness and leader formation, (c) characteristics of Christian leadership, (d) your personal internal beliefs and external behavior as a leader, (e) your current stage of development on a developmental timeline. In 10 pages or less, applying sound exegetical principles and interaction with scholars on the subject, clearly state your biblical philosophy of leadership. Papers should be well written, scholarly, and demonstrate graduate-level research and reading. The student must apply sound exegetical methods that relate the pertinent biblical text, in light of its historical and literary contexts, to their personal biblical philosophy of leadership.
4. **Strategy Paper. (25%)** Each student will develop a strategy for a church, organization, ministry, department, or group, directing it towards the fulfillment of a God-given vision. This assignment must demonstrate that the student understands the principles and methods of developing a mission statement, core values, vision statements, and a working strategy consistent with the lectures and reading assignments. The 8 page strategic planning paper, which centers on a strategy and process for leading a Christian ministry, must be double-spaced, 12 point Times Roman with standard margins..
5. **Final Examination. (30%)** The student will take a Final examination. The Final exam will be comprehensive.

## **POLICY ON CHEATING AND PLAGIARISM:**

Cheating is the use of another person's work on behalf of your own work, with the assumption being that it is your work. The MLA Handbook for Writers of Research Papers says, "To plagiarize is to give the impression that you have written or thought something that you have in fact borrowed from someone else." Plagiarism is the use of ideas, information and content from a particular source without giving credit to that source by footnoting the source or accounting for it in a bibliography. Cheating will result in an automatic zero (0) grade for the assignment, paper or exam involved. Plagiarism, whether intentional or unintentional, is considered academic theft. The RTS academic consequences of plagiarism are as follows: 1) First offense: The student must rewrite the paper and receive no better than a passing "D" grade for it. 2) Second offense: The student fails the entire course.

## **POLICY ON LATE WORK**

Any work turned in late and without either a written excuse or previous permission granted by the professor will be docked one point/day for that assignment. Excuses for late work will be accepted for dire medical needs or reasons or other extreme emergencies. Business or ministry activities do not constitute extreme emergencies.

## **POLICY OF GRAMMAR AND SPELL CHECK**

Any work turned in which appears to lack "proofing" or displays poor grammar will receive a small penalty affecting the grade.

## **POLICY ON ETIQUETTE**

Students are expected to conduct themselves at all times as mature believers. Godly behavior, expected of all Christians, is especially require of those who are preparing themselves to become ministers of the Word. Classroom manners should reflect this maturity. Students should be respectful of professors, attend all class periods, and hand in assignments on time. Classroom etiquette also includes leaving cell phones turned off, refraining from surfing the Internet and laptop computer games and talking to your neighbor during lectures.

## CLASS SCHEDULE

Week	Date	Topic
1.	2/2	Theological foundations of leadership
2.	2/9	The “Following-Leader”
3.	2//16	Leadership History and Personal Leader Development
4.	2/23	Organizational Culture and Patterns, Processes, & Principles
5.	3/2	The Leader and Integrity
6.	3/9	Phases of Leading ( <b>Philosophy of Leading Paper Due</b> )
7.	3/16	Defining and developing core values
8.	3/23	Defining and developing a mission statement
9.	3/30	Defining and developing a vision statement
10.	4/6	Defining and developing a working strategy
11.	4/13	NO CLASS – SPRING BREAK
12.	4/20	Introducing Organizational Change ( <b>Strategy Paper Due</b> )
13.	4/27	Addressing Organizational Conflict
14.	5/4	<b>FINAL EXAM</b>

## SELECTED BIBLIOGRAPHY

Belasco, James A. and Stayer, Ralph C. *Flight of The Buffalo: Soaring to Excellence, Learning to Let Employees Lead*. New York, NY: Warner Books, 1993.

Bossidy, Larry and Charan, Ram. *Execution: The Discipline of Getting Things Done.*, New York, NY: Crown Business, 2002.

Blanchard, Ken, Bill Hybels, and Phil Hodges. *Leadership By The Book: Tools to Transform Your Workplace*. Colorado Springs: WaterBrook Press, 1999

Collins, Jim: *Good To Great*. New York, NY: HarperCollins Publishers, 2001.  
Kaplin, Robert S. and Norton David P. *The Strategy Focused Organization*. Boston, MA: Harvard Business School Publishing Corporation, 2001.

Deutsch, Morton. *The Resolution of Conflict: Constructive and Destructive Processes*. New Haven, CT: Yale University Press, 1973.

Halverstadt, Hugh F. *Managing Church Conflict*. Louisville, KY: Westminster John Knox Press, 1991.

- Kotter, John P. *Leading Change*. Boston, MA: Harvard Business School Press, 1996.
- Kouzes, James M. and Barry Z. Posner. *Credibility: How Leaders Gain and Lose It, Why People Demand It*. San Francisco: Jossey-Bass Publishers, 2003.
- Kouzes, James M. and Barry Z. Posner. *The Leadership Challenge: How to Keep Getting Extraordinary Things Done in Organizations*. San Francisco: Jossey-Bass Publishers, 1995.
- McIntosh, Gary L. and Samuel D. Rima, Sr. *Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction*. Grand Rapids: Baker Books, 1997.
- Pickering, Peg. *How to Manage Conflict: Turn All Conflicts Into Win-Win Outcomes*. Franklin Lakes, NJ: National Press Publications, 2000.
- Sashkin, Marshall and Kiser, Kenneth J. *Putting Total Quality Management To Work: What TQM Means, How To Use It & How To Sustain It Over The Long Run*. San Francisco, CA: Berrett-Koehler Publishers, 1993.
- Schein, Edgar H. (2004). *Organizational Culture and Leadership* (third edition) San Francisco, CA: Jossey-Bass.
- Senge, Peter M. *The Fifth Discipline: The Art & Practice of The Learning Organization*. New York, NY: Doubleday, 1990.