

**The Shaping of Leaders**  
***Ongoing Strategy for the Formation***  
***And Development of Leaders***  
**Terry Walling**

**RTS Orlando 2DM803 Leadership Core**  
**January 17-21, 2011**

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**Course Description: *How does God develop leaders?***

God develops leaders. He shapes them over a lifetime for a unique and ultimate purpose. The question is not whether God is at work shaping individuals for leadership and influence. But rather, what is he at work doing in their lives of his followers, and are we choosing to align with His purposes? A key to finding and developing leaders is to be able to gain eyes to see how he is at work in the lives of those around you, and to create a leadership develop path for them to emerge into leadership.

The Shaping of a Leader focuses on fueling greater capacity to recognize God's design and presence in the life of a Christ-follower. This class will assist individuals in identifying God's shaping work in his or her own personal life, and those they lead. It also will give tools for the raising up and coaching of leaders. Learning how to identify and join God's formation work will assist each participant in how to better recruit, challenge and empower those they lead.

**Course Instructor: Dr. Terry Walling**

Terry is founder and President of Leader Breakthru, a ministry focused on resourcing breakthrough in the lives and development of Kingdom leaders, helping them to clarify and make their ultimate Kingdom contribution. He served for twenty years as Vice President with Church Resource Ministries (CRM) in charge of U.S. Ministries and Church Development. Terry's twenty plus years of coaching, mentoring and training church leaders in their development, helps him to uniquely apply Leadership Development to a variety of ministry settings.

Prior to assuming his current position. Terry pastored local churches for fourteen years, and received a B.A. from Point Loma University, did his M.Div. work at Talbot Theological Seminary, and has his D.Min. in Global Leadership from Fuller Seminary.

This class will impact leaders at all stages of development: emerging (20s-30s), leaders who face the crossroads of ministry and life (40's-50s), and leaders who are in a quest to finish well (60s). The uniqueness of this class is that it will be taught as a learning community involving each participant. Participants will not only learn the subject material, but also with experience the personal development process, and how to offer this to others.

**Class attendees will gain the following:**

- Understanding on the Leadership Development paradigm
- Discovery of the three key leadership development transition points, and how God processes leaders during each of the defining moments.
- Application of the leadership development processing patterns to the personal development and the formation of those they lead.
- Learn essentials in how to mentor and coach leaders using this paradigm
- Gain access to the leadership development resources of the TRAC coaching system.

## **Course Assignments (Beyond Class Attendance & Participation):**

### **Pre-Class Reading Assignments & Reports**

Doctor of Ministry (credit) students are required to write a one-page report on the standard “Reading Report” format available in this course syllabus. Reading Reports should be submitted (electronic-softcopy) to [jsisler@rts.edu](mailto:jsisler@rts.edu) by the first day of class, including proper identification on each report and coversheet. Students will receive a grade reduction for late Reading Reports unless otherwise approved by the professor. Non-credit (audit) students do not submit reports.

### **Post-Class Integration Paper is due April 29, 2011:**

Students are required to write a 15-20 page (double-spaced, 12 point font) course integration paper. This paper must reflect new work done by the student as a result of this course. The paper must demonstrate how the biblical and theological concepts learned in the class lectures AND course readings can be applied to the student’s personal life and ministry today. The paper must also a specific plan for the student’s continued growth in grace and application of the course concepts to his personal life and ministry in the future. The paper (electronic-softcopy) must also be emailed (Microsoft Word) to: [jsisler@rts.edu](mailto:jsisler@rts.edu) no later than Apr. 29, 4:00pm.

### **The integration paper will include:**

- Complete five leadership development profiles and coaching reports from leaders they will work with using the materials.
- Write a personal evaluation of you’re experience applying the leadership development paradigm to leaders lives, and your coaching of their development, including analysis of your strengths, weaknesses and discoveries.
- Develop a written strategy for raising leaders that operates from the leadership development paradigm.

**Required Reading**  
**2,000 Page Minimum of New Reading**

Walling, Terry. *Stuck! Navigating Life and Leadership Transitions*. Carol Stream, IL: ChurchSmart, Resources, 2009. ISBN-13: 978-1889638751

Walling, Terry. *Focused Living Resource Kit*. Carol Stream, IL: ChurchSmart Resources, 1996. ISBN-13: 978-1889638010

Blackaby, Richard & Blackaby Henry. *Spiritual Leadership: Moving People on to God's Agenda*. Broadman and Holman Publishers, 2001. ISBN-13: 978-0805418453

Bridges, William. *Transitions: Making Sense of Life's Changes*. Reading:Mas: Wesley-Addison, 1933. ISBN-13: 978-0738209043

Buckingham, Marcus and Clifton, Donald O. *Now, Discover Your Strengths*. Simon and Schuster. ISBN-13: 978-0743201148

Clinton, J. Robert. *The Making of a Leader*, Colorado Springs. CO: NavPress,1988. ISBN-13: 978-0891091929

Guinness, Os. *The Call*. Thomas Nelson, 2003. ISBN-13: 978-0849944376

Hettinga, Jan. *Follow Me: Experience the Loving Leadership of Jesus*. NavPress,1996 Hagberg, ISBN-13: 978-0891099826

Janet O., Robert A. Guelich. *The Critical Journey*, Salem, WI: Sheffield Publishing, 2005 ISBN-13: 978-1879215498

Quinn, Robert E. *Deep Change*. San Francisco, CA: Jossey Bass Publishers, 1996. ISBN-13: 978-0787902445

McNicoll, Bruce, John Lynch and Bill Thrall, *True Faced*, Colorado Spring. CO: NavPress,2005 ISBN-13: 978-1576836934

McNeal, Reggie. *A Work of the Heart*. San Francisco, CA: Jossey-Bass Publishers, 2000. ISBN-13: 978-0787942885

Roxburgh, Allan, Fred Romanuk, *The Missional Leader: Equipping Your Church to Reach a Changing World*, Leadership Network Publication: 2007. ISBN-13: 978-0787983253

Willard, Dallas. *Renovation of the Heart*. NavPress Publishing Group, 2005. ISBN-13: 978-1576832967

**Additional RECOMMENDED READING (substitute any of the following for books you have already read in the required reading list).**

Allender, Dan B., *Leading with a Limp*. Water Book: Colorado Springs: CO pp. 206  
ISBN-13: 978-1578569526

Biehl, Bobb. *Mentoring: Confidence in Finding a Mentor and Becoming One*.  
Broadman & Holman Publishers, 1996, ISBN-13: 978-0805462616

Clinton, J. Robert and Paul Stanley, *Connecting*. Colorado Spring. CO:NavPress,  
1992. ISBN-13: 978-3909131020

Cloud, Henry and John Townsend. *How People Grow*. Grand Rapids: MI.,  
Zondervan, 2001. ISBN-13: 978-0310257370

Frost, Michael & Hirsch, Alan. *The Shaping of Things to Come*. Hendrickson  
Publishers, 2003. ISBN-13: 978-1565636590

Hendricks, Howard & William. *As Iron Sharpens Iron: Building Character In a  
Mentoring Relationship*. Moody Press 1999. ISBN-13: 978-0802456311

Manning, Brennan. *Ruthless Trust*. San Francisco, CA: Harper Publishers, 2000.  
ISBN-13: 978-0062517760

McManus, Erwin. *Seizing Your Divine Moment*. San Francisco, CA: Harper  
Publishers, 2000 ISBN-13: 978-0785263166

Ogne, Steve & Roehl, Tim. *TransforMissional Coaching: Empowering Leaders  
in a Changing Ministry World*. B&H Publishing Group, 2008 ISBN-13: 978-0805447811

Pagitt, Doug. *Reimagining Spiritual Formation*. Zondervan, 2004. ISBN-13: 978-  
0310256878

Palmer, Parker J. *Let Your Life Speak*. San Francisco, CA: Jossey-Bass  
Publishers, 2000. ISBN-13: 978-0787947354

Rath, Tom. *Strengths Finder 2.0*. Gallup Press, 2007. ISBN-13: 978-1595620156

Reese, Randy, Keith Anderson *Spiritual Mentoring*. Downers Grove, IL:  
Inter-Varsity Publishers, 1999. ISBN-13: 978-0830822102

Thrall, Bill, Bruce McNicoll and Ken McElrath, *Ascent of a Leader*, San Francisco,  
CA: Jossey-Bass, 1999. ISBN-13: 978-0787947668

Willard, Dallas. *The Divine Conspiracy*. HarperCollins Publishers, 1998.  
ISBN-13: 978-0060693336

Your Name

Course Title & Number

Professor

Date

**Enter Title of Book &  
Complete Bibliographic Reference**

**Overview**—Give a brief overview of the book, including its theme, perspective and approach.

**Critique**—Offer a brief critique of the book, including elements of strength and weakness.

**Application**—Offer some specific application to your own ministry—demonstrating the value and relevance of the material in this book.

**Best Quote**—Be sure to include the page number where the quote can be found.

Name  
Course Title & Number  
Professor  
Date

## Reading List

<u>Author</u>	<u>Title</u>	<u>Actual Pages Read</u>
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**Total Pages Read**

Signed \_\_\_\_\_

Date \_\_\_\_\_