Course Description

God develops leaders. He shapes them over a lifetime for a unique and ultimate purpose. The question is not whether God is shaping individuals for leadership and influence but rather, what is he at work doing in the lives of his followers, and are we choosing to align with his purposes? A key to finding and developing leaders is learning to see how God is at work in the lives of those around you, and then creating leadership development pathways for them to emerge into leadership.

The Shaping of Leaders course focuses on fueling greater capacity to recognize God’s design and presence in the lives of Christ-followers. This course will equip you to identify God’s shaping work in your own personal life, and in those you lead. It will also give you practical tools for raising up and coaching leaders. Learning how to identify and join God’s formation work will assist you in recruiting, challenging and empowering those you lead.

Course Instructor

Dr. Terry Walling is founder and President of Leader Breakthru, a ministry focused on resourcing “breakthrough” in the lives and development of Kingdom leaders—by helping them to clarify and make their ultimate Kingdom contribution. He served for twenty years as Vice President with Church Resource Ministries (CRM) overseeing U.S. ministries and church development. Terry’s decades of coaching, mentoring, training and developing church leaders, helps him to uniquely apply leadership development to a variety of ministry settings.

This class will impact leaders at all stages of development: emerging leaders (20’s-30’s), leaders who are facing the crossroads of ministry and life (40’s-50’s), and leaders who are in a quest to finish well (60’s and beyond). 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 experience the personal development process, thereby learning how to offer this to others. Terry earned a B.A. from Point Loma University, an M.Div. from Talbot Seminary, and a D.Min. in Global Leadership from Fuller Seminary. Prior to assuming his current position, Terry pastored local churches for fourteen years.
Course Objectives

Through class lectures, assignments and exercises, students will demonstrate:

- Understanding the *Leadership Development Paradigm*
- Discovering the three key leadership development transition points
- Learning how God processes leaders during each of these defining moments
- Applying the leadership development processing patterns to the personal development and the formation of those you lead
- Learning essentials in mentoring and coaching leaders using this paradigm
- Accessing leadership development resources of the TRAC coaching system

Course Requirements

Grades are based on class participation, reading reports and the integration paper.

Pre-Class Reading Assignments & Reports: Due First Day of Class

Students are required to read 2000 pages of new reading and will submit a “Reading Report (RR) by the first day of class. This Word document begins with a “Summary Sheet” and is followed by a one-page standard report for each book (see *Course Reading Report Forms* below). Please separate the summary and each one-page book report with a “page-break”.

This document must be received electronically by the first day of class. Students will receive a grade reduction for late reading reports. *Reading Reports* not submitted by the first day of class are to be submitted with the course integration paper on April 30, 2013. Please submit to dmin.orlando@rts.edu and identify your reading report document as Yourlastname.ShapingLeaders.W13.RR Non-credit (audit) students do not submit reports.

If “Required Reading” texts have already been read or cannot be found, the student may substitute books from the ’Recommended Reading” list below. All readings for the course must be taken directly from these two lists unless otherwise approved by the professor.

Post-Class Integration Paper: Due April 30, 2013

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. This paper must demonstrate how the course readings, lectures, and discussions can be integrated/applied to the student’s life and ministry.
This paper should reflect good scholarship, including accurately quoted credible sources (8 minimum references/footnotes) and a *References Cited* section at the end of the paper. This is good preparation for writing a dissertation. The paper must also include a specific plan for the student’s continued application of the course concepts to his/her future personal life and ministry.

The integration paper must include:
- Five leadership development profiles and coaching reports from leaders the student will work with using the materials
- A personal evaluation of your experience applying the leadership development paradigm to leaders lives and your coaching of their development—including analysis of your strengths, weaknesses and discoveries.
- A written strategy for raising leaders that operates from the leadership development paradigm.

The integration paper guidelines include:
- Quoting sources with accuracy
- Giving due credit to all sources
- Using single-spaced, indented block quotations for more than 4 lines
- Including at least 8 credible references (Rogers 2011: 344-345)
- Including a *References Cited* section at the end
- Margins: Left: 1 ½" Right: 1", Bottom: 1", Top: 1"
- Number pages within the bottom margin (centered)

The integration paper is due April 30, 2013. Please include a cover sheet with the name and number of the course, professor, your name and contact information. If your work is not received by the due date, you may have an additional month to complete your paper (May 30, 2013) and you will be assessed a $120 late fee. Please save your Microsoft Word document as Yourlastname.ShapingLeaders.W13.IP and submit it electronically to dmin.orlando@rts.edu. Your work will be forwarded to Dr. Walling.

**Course Registration & Cancellation Policies**

Students may register for the course during the four-week period of November 1, 2012 to December 1, 2012. Enrolled credit students may register online at https://selfservice.rts.edu/Home.aspx. Audit students may register by emailing the RTS-Orlando registrar, Lanny Conley, at lconley@rts.edu.

**IMPORTANT:** If at least eight (8) credit students are not enrolled by December 1, 2012, RTS will, regretfully, have to cancel the course. If the course must be cancelled, RTS will contact all registered students by December 5, 2012 and refund the registration and tuition fees. So students making travel and housing arrangements should wait until after December 5, 2012 to confirm reservations.
Required Reading
2000 Pages of New Reading From This List


Buckingham, Marcus and Clifton, Donald O. *Now, Discover Your Strengths*. Simon and Schuster. ISBN: 9780743201148


Recommended Reading
Substitute Reading if All *Required Reading* Books Have Been Read

ISBN: 9781578569526


# Course Reading Report Forms

**Summary Sheet Guide**

**READING REPORT**

<table>
<thead>
<tr>
<th>Your Name</th>
<th>Course Title &amp; Number</th>
<th>Professor/s</th>
<th>Date Completed</th>
</tr>
</thead>
</table>

List books read

<table>
<thead>
<tr>
<th>Author</th>
<th>Title</th>
<th>#Pages Read</th>
</tr>
</thead>
</table>

**Total Number Pages Read:** ________

*Insert page break and follow with one-page report per book.*

**Guide for one-page reports**

**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.

*Insert page break and follow each report.*

2 (and following)
## Course Objectives Related to DMin Student Learning Outcomes

**Course:** The Shaping of Leaders, 2DM803  
**Professor:** Dr. Terry Walling  
**Campus:** Orlando

<table>
<thead>
<tr>
<th>DMin Student Learning Outcomes</th>
<th>Rubric</th>
<th>Mini-Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Articulation (oral &amp; written)</strong></td>
<td>Broadly understands and articulates knowledge, both oral and written, of essential biblical, theological, historical, and cultural/global information, including details, concepts, and frameworks.</td>
<td>Strong</td>
</tr>
</tbody>
</table>
| **Scripture** | Significant knowledge of the original meaning of Scripture. Also, the concepts for and skill to research further into the original meaning of Scripture and to apply Scripture to a variety of modern circumstances. (Includes appropriate use of original languages and hermeneutics; and integrates theological, historical, and cultural/global perspectives.) | Minimal | 1. Student does not engage with Scripture in the original languages.  
2. Student must demonstrate how the biblical and theological concepts learned in lectures and readings can be applied to their life and ministry. |
| **Reformed Theology** | Significant knowledge of Reformed theology and practice, with emphasis on the Westminster Standards. | Minimal | 1. Students will read books by Reformed authors. |
| **Sanctification** | Demonstrates a love for the Triune God that aids the student’s sanctification. | Strong | 1. Student will identify God’s shaping work in their life and those they lead. Students will not only learn the subject material, but will also experience the personal development process. |
| **Desire for Worldview** | Burning desire to conform all of life to the Word of God. | Strong | 1. Student will learn to identify and join God’s formation work in conforming their lives and those they lead to the Word of God. |
| **Winsomely Reformed** | Embraces a winsomely Reformed ethos. (Includes an appropriate ecumenical spirit with other Christians, especially Evangelicals; a concern to present the Gospel in a God-honoring manner to non-Christians; and a truth-in-love attitude in disagreements.) | Moderate | 1. This course impacts students at all stages of their development. The uniqueness of this course is that it is taught as a learning community involving each participant. |
| **Preach** | Ability to preach and teach the meaning of Scripture to both heart and mind with clarity and enthusiasm. | N/A | |

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*RTS-Orlando Doctor of Ministry—Winter 2013*
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<thead>
<tr>
<th></th>
<th>Knowledgeable of historic and modern Christian-worship forms; and ability to construct and skill to lead a worship service.</th>
<th>N/A</th>
<th>1. Student will learn how to identify and join God’s formation work for themselves. Students will be equipped better recruit, challenge, and empower those they lead. Student will gain mentoring skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shepherd</td>
<td>Ability to shepherd the local congregation: aiding in spiritual maturity; promoting use of gifts and callings; and encouraging a concern for non-Christians, both in America and worldwide.</td>
<td>Strong</td>
<td>1. Student will learn to recognize God’s design and presence in the life of a Christ-follower. Student will gain access to the leadership development resources of the TRAC coaching system</td>
</tr>
<tr>
<td>Church/World</td>
<td>Ability to interact within a denominational context, within the broader worldwide church, and with significant public issues.</td>
<td>Moderate</td>
<td>1. Student will learn how to identify and join God’s formation work for themselves. Students will be equipped better recruit, challenge, and empower those they lead. Student will gain mentoring skills</td>
</tr>
</tbody>
</table>

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