

Leading for the Future
CMLE 645
June 2010
Dr. Jeffrey Jones, Instructor

Course Description: Leading for the future means helping people and institutions face the reality of change. This course will explore the context that makes transformative change essential, approaches to change in congregations, and the styles and skills of the leadership that enhance the process of change.

Course Goals: At the conclusion of the course you should:

1. be able to articulate the reasons transformative change is needed in congregations,
2. be familiar with significant theories of change in organizations,
3. understand ways in which leaders can contribute to an effective process of change.

Assignments: During the semester you are expected to participate actively in the on-line discussions to demonstrate your understanding of the reading and write two papers. A SWOT analysis, due June 25, will provide a beginning analysis of the ministry setting for which you will be developing an approach to change in the final paper. A book review of an assigned book will be posted on-line for other students to read and discuss during Week 5 of the course. A final paper, 12-15 pages in length and due August 13, is intended to help you summarize and apply insights from the course. Both papers and the SWOT analysis should be submitted electronically as e-mail attachments sent directly to me at jjones@ants.edu, not through the Connect mail system.

The final grade will be based on this weighting of the assignments:

Discussion participation	30%
SWOT analysis	10%
Book review	20%
Final paper	40%

See specific documents in Course Requirements for more information about each of these assignments.

Required Texts:

The Great Emergence by Phyllis Tickle
Hopeful Imagination by Walter Bruggemann
Deep Change: Discovery the Leader Within by Robert E. Quinn
Leading in a Culture of Change by Michael Fullan
Leading Change in the Congregation by Gil Rendle

Optional Reading: In several weeks optional reading is suggested. If you choose to read the articles or books, post at least one substantive response in the appropriate forum in the Discussion Board and share in the discussion in that forum. You can receive up to 5 additional points toward your participation grade for that week.

Course Schedule:

(Note: additional reading of brief articles will also be assigned).

Week 1, May 24 – Introductions

The Context of and Need for Change

Read: *The Great Emergence*. Extra credit: Hall articles on Christendom in Course Documents.

Submit your three preferences for the book review no later than Friday, May 28.

Week 2, May 31 – Biblical Insights

Read: *Hopeful Imagination*. Extra credit: “A Voice from Exile” in Course Documents.

Week 3, June 7 – Personal and Organizational Perspectives

Read: *Deep Change*

Week 4, June 14 – Dynamics of Change

Read: *Leading in a Culture of Change*. Extra credit: *Leading Change*.

Submit the book review no later than Friday, June 18.

Week 5, June 21 – Tools for Change

Read and participate in the discussion of all book reviews, especially responding to questions other students have related to your review.

Submit SWOT analysis no later than Friday, June 25.

Week 6 June 28 – Insights for the Congregation

Read: *Leading Change in the Congregation*