

“Success in management requires learning as fast as the world is changing.” Warren Bennis

“I define leadership as an activity, *not* as a set of personality characteristics. And the activity of leadership I define as the mobilization of the resources of a people or of an organization to make progress on the difficult problems it faces.” Ronald Heifetz

Course description: Mission driven organizations often suffer from a lack of effective management. Challenges in aligning people, resources and culture are necessary to have missional impact. Leading requires the ongoing development of strong management practices. This IFL focuses on key elements of management and how these support effective leadership and organizational success.

Instructor: Steve Lawler, Director of The Walker Leadership Institute slawler@eden.edu 314-753-7911

Readings:

- Floyd H. Flake, Elaine McCollins Flake & Edwin C. Reed, *African American Church Management Handbook*
- Robert J. Rosenthal, *Volunteer Engagement 2.0: Ideas and Insights Changing the World*
- Dan Busby, Michael Martin and John VanDrunen *Zondervan 2017 Church and Nonprofit Tax and Financial Guide: For 2016 Tax Returns*
- Peter Drucker, *The Five Most Important Questions You Will Ever Ask About Your Nonprofit Organization*

Assignments: (we will go over this in the first class meeting)

- 1) An eJournal. One entry for each week day. (*dates*) 20 total. 50 - 75 words each. A pattern of 5 per book. 1st entry – What is the purpose of this book? 2nd entry – 1st key point. 3rd entry – 2nd key point. 4th entry – 3rd key point. 5th entry – final conclusion.
 - Days 1-5 *African American Church Management Handbook*
 - Days 6 – 10 *The Five Most Important Questions You Will Ever Ask About Your Nonprofit Organization*
 - Days 11 – 15 *2017 Church and Nonprofit Tax Guide*
 - Days 17 – 20 *Volunteer Engagement 2.0*
- 2) One short paper – 1000 words based on journal entries
- 3) In-class collaboration and using the workshop method for constructing a theology of management to be shared with the Eden community.

Class meetings: Friday ??/?? & ??/??

Schedule: 9:00 – 12:00, Check-in and 2 workshop cycles.
 12:00 – 1:00, Lunch.
 1:00 – 3:30, Team development of a theology of management.
 3:30 – 4:00, Conclusion.

Other key date:

Friday 11/13 Noon, all assignments due.

Grading:

Journaling: Total possible 50 points. 2 points per entry (40 points possible) plus 10 points for the overall clarity, comprehensiveness and conciseness of your work. (10 points possible)

Team construction of a theology of management. 40 points possible. Group members will assign up to 20 of these points to one another as feedback in the group exercise. The remaining 20 points will be assigned by the other class members based on each team's presentation of their group's spirituality of leadership.

An additional 10 points possible for the quality of participation in the workshop cycles. Value placed on focus, quality of contribution and effective use of method.

Notes:

*The workshop model has four basic parts: opening, mini-lesson, work time, and debriefing. Each workshop cycle is one hour.