

THIS ECD IS FOR the SUMMER(A)/FALL(B) 2009 QUARTERS ONLY!

This if for the SEMINAR course beginning June 22, 2009

If you are viewing this after that time it serves as a SAMPLE ONLY

OHANA Cohort

ML565 A & B: UNDERSTANDING ORGANIZATIONAL DYNAMICS (A 2 units, B 2 units). Shelley Trebesch,
Assistant Professor of Leadership

DESCRIPTION:

All ministries exist in some form of organization, whether it be a church, mission agency, or other type of Christian organization. Therefore, understanding various organizational dynamics such as organizational culture, structures of organizations, and organizational leadership is critical for any leader desiring to have effective ministry within the organization. This course will provide an introduction to the seminal theories in organizational dynamics including purpose/vision of ministries, ministry values, learning organizations, and organizational structures, culture and lifestyles. Through the use of the seminal theories, case studies and the final project, students will have the opportunity to analyze their own organizations and plan for the future.

LEARNING OUTCOMES: By the end of this course, students will have:

- Built an organizational leadership community
- Interacted with seminal theories of organizational dynamics
- Observed their church/organization through a variety of organizational dynamics theories
- Evaluated their church/organization in order to diagnose health and offer prescriptives if necessary
- Sharpened their organizational leadership expertise

COURSE FORMAT:

This course sequence consists of pre-course reading and class participation in a one-week intensive, which includes spiritual formation, lectures, small groups, case studies, and exercises (part A). It is part of the Global Leadership Seminar 2, a required two-week intensive course for the MA in Global Leadership. **NOTE: Before the campus seminar, students will read and write analytical book reports for *Built to Last: Successful Habits of Visionary Companies* AND *The Starfish and the Spider*. The book reports are due the first day of the seminar.**

REQUIRED READING: If students have read any of the required texts for another course, please select an alternative text approved by the professor.

- Adizes, Ichak. *Managing Corporate Lifecycles*. Paramus, N.J.: Prentice Hall Press, 1999 (or, an earlier ed. of *Lifecycles* is fine)
- Brafman, Ori and Beckstrom, Rod, *The Starfish and the Spider: The Unstoppable Power of Leaderless Organizations*. London: Portfolio, 2006. (Please read this and *Built to Last* **before coming to class and write an analytical book report for both.**)
- Collins, James and Jerry Porras. *Built to Last: Successful Habits of Visionary Companies*. New York: Harper Collins, 2002.
- Collins, James, *Good to Great: Why Some Companies Make the Leap... and Others Don't*. New York, NY: Harper Business, 2003.
- Goleman, Daniel, Boyatzis, Richard, and McKee, Annie *Primal Leadership: Learning to Lead with Emotional Intelligence*. Boston: Harvard Business School Press, 2004.

One of the following:

- Ashekna, Ron et al. *The Boundaryless Organization: Breaking the Chains of Organizational Structure*. Jossey-Bass, 2002.
 - Schein, Edgar H. *Organizational Culture and Leadership*. San Francisco, CA: Jossey-Bass, 1992 AND Hofstede, Geert and Hofstede, Gert-Jan, *Cultures and Organizations: Software of the Mind*. New York: McGraw-Hill, 2004.
 - Senge, Peter. *The Fifth Discipline: The Art and Practice of the Learning Organization*. New York, NY: Doubleday, 1994 AND Senge, Peter et. al. *The Fifth Discipline: Fieldbook*. San Francisco, CA: Jossey-Bass, 1997.
 - Trebesch, Shelley G. "Organizations that Develop Persons: A Case Study of OMF International." FTS Dissertation, 2001. (available in the course shell)
- (Students may choose to wait to purchase these books until the theories are introduced in class.)

ASSIGNMENTS PART A: (Summer 2009)

1. Analytical book reports for Collins *Built to Last*, Collins *Good to Great*, Brafman *The Starfish and the Spider*, and Goleman *Primal Leadership* books.
2. Reading log for other required books.
3. Exercises.
4. Class participation.

ASSIGNMENTS PART B: (Fall 2009)

1. Project 1: Discern and/or write the mission, vision, core values, and strategies of your ministry OR Analyze and prescribe your ministry using Adizes' *Corporate Lifecycles*.
2. Project 2: analyzing and applying at least one of the organizational theories to your ministry.

PREREQUISITES: This course is only available to those who belong to a Cohort in the MA in Global Leadership.

RELATIONSHIP TO CURRICULUM: This two-quarter sequence, ML565A and B, is part of the required MAGL cohort series of courses. *NO AUDITORS*.

FINAL EXAMINATION: None.

This ECD is a reliable guide to the course design but is subject to modification

Updated April 2009