

**Course:** PTH640 Special Studies in Large Church Staff leadership

**Professor of Record:** Dr. Timothy A Hager, Lecturer/Facilitator Pastor Rod Loy

**Course Dates:** January 11 – April 30, 2021

**Course Delivery:** Online

**Catalog Description:** This course explores the principles and contemporary models that support high-functioning staff in large church organizations, and how the research behind current leadership frames support agile organizations. (*Limited to specifically experienced individuals.*)

**Course Purpose:** Leadership in large church organizations face unique administration and management challenges specific to the scale of organizational structures and systems necessary to fulfill mission. Leaders and executive staff who understand how to create agile organizations, with a culture of innovation, creativity, high collaboration, exceptional spiritual and relational health, and attention to results are in the best position to navigate difficult seasons and capitalize on opportunity.

**Textbooks:** Read prior to the respective class sessions noted as they will be the basis for discussion and their content support supplemental materials presented in class.

The Arbinger Institute. *Leadership and Self-Deception*. Oakland, CA: Berrett-Koehler Publishers, Inc., 2018.

Karlgard, Rich, and Michael Malone. *Team Genius*. Harper, 2015.

Lencioni, Patrick. *Getting Naked*. NP: Jossey-Bass, 2010.

Maxwell, John. *The 17 Indisputable Laws of Teamwork*. NP: HarperCollins Leadership, 2013.

Surowiecki, James. *The Wisdom of Crowds*. New York: Anchor Books, 2005.

### **Assignments/Grading:**

**Class Participation (20%):** Engagement in meaningful online class discussions, video conferences and activities, and contribute to the quality of class experience and bringing out pre-session readings.

**Ideal Team – Aspirational Design (40%):** Design an ideal team outside your organizational context. Have fun with it! Pick a sport or discipline of your choice. (10 pages) Be prepared to defend it. (Onsite class session at First Assembly of God, North Little Rock, Arkansas is April 27-28.)

**Ideal Team – My Organization (40%):** If you had to reconstitute your entire top team today with brand new people, who would you select? Design a team of at least five individuals. Describe 1) key personal characteristics (strengths, personality types, giftedness, etc.) and role descriptions, 2) specific assumptions, values, and leadership philosophy underlying your choices and construction of these roles, 3) personal or organizational factors – actual or potential – that may support or hinder the selection and retention of prime candidates, and 4) briefly reflect on how this project may or may not shape staffing decisions moving forward. (15 pages)