

**Andrews University  
Seventh-day Adventist Theological Seminary**

**Doctor of Ministry Program  
Leadership Concentration  
2007 SID Cohort  
CHMN747**

**February 20 – February 28, 2008  
March 3 – 7 the Project Proposal Seminar Meets**

**Draft of January 21, 2008**

**Competencies of the Leadership Concentration**

The leadership concentration provides spiritual and theological formation and leadership competencies. The competencies include a knowledge base, the six essentials listed below, and administrative skills. The knowledge base has the four following components:

1. A current understanding of leadership theory
2. A faithful theology of leadership
3. Systems thinking and organizational culture
4. Human development theory

In the process of the leadership concentration, participants will experience development in all of the following six leadership essentials. The process of understanding and demonstrating those essentials begins in the year of the first module and involves both activity within the intensive and in your learning context throughout the year. Development continues throughout the five years of the program. Those six essentials are:

1. A God Given Passion Stirring Shared Vision
2. Demonstrating Faith Based Hope
3. Exercising Solid Integrity
4. Courage to Challenge the Status Quo
5. Unswerving Commitment to Empowering People
6. Abundance Mentality

Participants in the leadership concentration also enhance administrative skills and demonstrate competency in chosen areas fitting their context. The third module in the concentration addresses selected administrative practices while expanding focus on other leadership development issues. The fourteen such administrative skills identified for the concentration are:

1. Fostering Participation
2. Facilitating Effective Planning
3. Emphasizing Quality

4. Managing Resources Responsibly
5. Communicating Effectively
6. Building Effective Teams
7. Affirming Others
8. Managing Change Well
9. Managing Conflict Effectively
10. Evaluating
11. Confronting
12. Following Through
13. Making Meetings Matter
14. Mentoring Others

## **Schedule**

Day #1

Wednesday

February 20, 2008

Focus: Launching, Re-Orientation, Leadership Theory

- 8:30 Welcome, Devotion, Prayer, Reading Reports Turned In - Bell
- 8:50 Getting Acquainted - Bell
- 9:15 Re-Orientation: The nature and structure of 1) the Doctor of Ministry Program, 2) the leadership concentration, and 3) the goals of this module - Bell
- 9:35 Break
- 9:45 Re-Orientation: Journaling - Bell
- 9:55 Re-Orientation: Ministry Development Plan - Bell
- 10:05 Introduction to Leadership Theory - Bell
- 10:35 Break
- 10:45 Introduction to Leadership Theory - Bell
- 11:15 "Leadership as Relationship" - Bell
- 11:50 Re-Orientation to Work Groups and Go to Meeting - Bell
- 12:05 Lunch
- 1:30 "The Leader-full Organization" - Bell
- 2:10 "A Leadership Definition" - Bell
- 2:25 Break
- 2:35 Dialogue Regarding Leadership Theory - Bell
- 3:00 Hands-on Active Learning - Star Power: A Simulation - Bell
- 5:00 Unresolved Issues of the Day and Dismiss - Bell
- Evening Assignment (Write 1<sup>st</sup> Day Journal, Email, Bring Tomorrow's Book)

Day #2  
Thursday  
February 21, 2008  
Focus: Leadership Theory and Theology of Leadership

- 8:15 Journal feedback, review of previous day, prayer - Bell
- 8:40 Servant Leadership as a Theoretical Foundation - Penno
- 9:25 Break
- 9:35 Servant Leadership as a Theoretical Foundation - Penno
- 10:25 Break
- 10:40 Discussion Regarding Servant Leadership - Bell
- 12:00 Lunch
- 1:30 Book Discussion: *Servant Leadership* Greenleaf - Penno
- 2:35 Break
- 2:45 Toward a Theology of Leadership: The Concept of Servitude in the OT -  
Doukhan
- 3:35 Break
- 3:45 Toward a Theology of Leadership: The Concept of Servitude in the OT -  
Doukhan
- 4:30 Break
- 4:35 Re-Orientation to the Project - Bell
- 5:10 Unresolved Issues of the Day and Dismiss - Penno  
Evening Assignment (MDP Draft, Journal and Email)

Friday  
Day #3  
February 22, 2008  
Focus: Theology of Leadership

- 8:15 Journal Feedback/Review of Previous Day/Prayer - Bell  
8:35 Toward a Theology of Leadership: The Concept of Servitude in the OT -  
Doukhan  
9:25 Break  
9:40 Toward a Theology of Leadership: Kingship and Authority in the OT - Doukhan  
10:30 Break  
10:45 Toward a Theology of Leadership: Kingship and Authority in the OT - Doukhan  
12:00 Lunch (Sunday Trip, Book for Monday) - Bell

Sunday  
February 24, 2008  
Day #4  
Field Trip - Bell

Monday  
February 25, 2008  
Day #5  
Focus: Integrity

- 8:15 Review of the Previous Day, Prayer - Penno  
8:35 Toward a Theology of Leadership: Kingship and Authority in the OT - Doukhan  
9:30 Break  
9:40 Re-Orientation to the Portfolio - Bell  
9:50 Selecting Administrative Skills for the Program - Bell  
10:00 Integrity in Leadership - Bell  
10:35 Break  
10:45 Integrity in Leadership - Bell  
12:00 Lunch  
1:30 Integrity in Leadership - Bell  
2:20 Break  
2:30 Ethics in Leadership - Penno  
3:25 Break  
3:35 Ethics in Leadership - Penno  
4:20 Book Discussion: *Real Power* Hagburg - Penno  
5:10 Unresolved Issues of the Day and Dismiss  
Evening Assignment (MDP Draft, Bring Tomorrow's Book, Journal and Email) - Bell

Tuesday  
Day #6  
February 26, 2008  
Focus: Vision

- 8:15 Journal Feedback/Review of the Previous Day/Prayer – Penno
- 8:20 Ethics in Leadership - Penno
- 9:20 Break
- 9:30 Dialogue on Issues Regarding Ethics in Leadership - Bell
- 10:20 Break
- 10:30 Vision: What Is It and How Is It Developed? - Bell
- 11:30 Break
- 11:45 Orientation to the James White Library - Bell
- 12:00 Lunch
- 2:00 Vision: What Is It and How Is It Developed? - Bell
- 2:50 Break
- 3:00 Vision: What Is It and How Is It Developed? - Bell
- 3:50 Break
- 4:00 Discussion: *The Leadership Challenge*, James Kouzes & Barry Posner - Bell
- 5:00 Unresolved Issues of the Day and Dismiss - Bell
- Evening Assignment (Tomorrow's Book, Reflection Groups Review MDP Draft)

Wednesday  
Day #7  
February 27, 2008  
Focus: Vision and Faith Based Hope

- 8:15 Journal Feedback, Review of the Previous Day, Prayer - Bell
- 8:40 Vision: Sharing Vision Statements in Reflection Groups - Bell
- 9:00 Casting Vision - Bell
- 9:30 Break
- 9:40 Casting Vision - Bell
- 10:15 Faith Based Hope - Bell
- 10:30 Break
- 10:45 Faith Based Hope - Bell
- 12:00 Lunch
- 2:00 Book Discussion *Leadership and the New Science* Wheatley - Bell
- 3:15 Break
- 3:30 Faith Based Hope - Bell
- 4:30 Dialogue Regarding Faith Based Hope - Bell
- 5:00 Unresolved Issues of the Day and Dismiss - Bell
- Evening Assignment (Tomorrow's Book, Reflection Group, MDP Draft, Journal and Email)

Thursday  
Day #8  
February 28, 2008

- 8:15 Journal Feedback, Review of the Previous Day, Prayer - Bell
- 8:25 Leading in Diversity - Bell
- 9:20 Break
- 9:30 Book Discussion *Embracing Diversity* Pollard - Bell
- 10:30 Break
- 10:45 Leading in Diversity - Bell
- 12:00 Lunch
- 2:00 Leading in Diversity - Bell
- 2:50 Break
- 3:00 Dialogue Regarding Leading in Diversity - Bell
- 3:30 Discussion Regarding Projects - Bell
- 4:30 Discussion Regarding Program Issues - Bell
- 5:15 Dismiss - Bell

March 3-7 GSEM790 meets with Dr. Bill Knott