

Mission-Conscious Leadership and the Synergy of Talents
Missiooniteadlik juhtimine ja talentide koostöö

Work load - 2 EAP/ECTS, 12 contact hours, 40 h independent work

Contact hours: May 9, 9.00-18.30; May 10, 9-10.30

Teachers – Dave Cupery and Meego Remmel

Assessment – non-differentiated

Learning outcomes. In completing this course, the student will:

- Discuss how to create living disciple making systems that grow and empower leaders.
- Learn to stay on mission while leading and empowering teams.
- Examine strategies that identify, motivate, and empower people in effective teams.
- Identify barriers to creating healthy teams and approaches that enhance cooperation and team ownership.
- Develop knowledge of themselves and their giftedness as leaders and how can God uniquely use them to make a difference for Christ.

Language of instruction - English, course work may be completed in Estonian.

Assessment Methods and Criteria

Assessment Methods	Due date	Assessment Criteria
<p>Reading Reflection (Starfish and the Spirit; Multiplication on a global scale).</p>	<p>May 8</p>	<p>After skimming <i>The starfish and the Spirt</i> and the paper by Dave Patty, students will write response around 750 words. The response should explore one of the following options:</p> <ul style="list-style-type: none"> • As you reflect on your leadership style, how do handle to tension of empowering teams and keeping them focused on their purpose? • Discuss a time then you have been on spider or Factory teams AND a time when you have been on teams that reflect a starfish or farming approach. Discuss challenges and advantages from each approach. What approach most reflects your strategy in developing teams? • A minimum of three key learnings that reflect the materials above. <p>Since the response is reflective learning, this can be submitted in bullet points or an essay of 3-4 paragraphs. It does not require a Bibliography but key thoughts from sources should be noted. Direct quotes may be a part of your response but should not be counted in the response word count.</p>

Paper: A Biblical examination of team	June 30	Each student will complete a 750- 1,000-word paper examining the idea of teams in scripture. Students should discuss how the characteristics of a healthy team, as outlined in the course readings and lectures, were displayed using the gospels, Acts, or passages discussed in readings or in class. Students should incorporate and cite references from the books and articles read in the course, class discussions, as well as any external references and/or research.
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Formation of the final mark – A final mark will be given after the student completes the coursework. The grade will be an average of the assignments weighted according to the weights given in the assessment section of this document.

Study flow

Independent work (40 ac h)	Contact (12 ac h)	Content and methods
Look at it before starting reading		Pre-recorded short web lecture preparing students for the class, class work, and introductory information needed for independent work. (Dave Cupery)
Before May 8 (18 hours)		Assessment Method 1. Reading reflection Recommended book – Lasting Impact
	May 9 9-10:30	Introductions, Re-envisioning developing team (Dave and Meego)
	May 9 11-12:30	A conversation: Structures and power (Factory and organic; spider and starfish) (Dave Cupery)
	May 9 13.15-14.45	Where do leaders and teams come from? How do I build high capacity teams? (Meego Reemel)
	May 9 15.15-16.45	Continued conversation on building teams. Self-assessment: What's the right approach for you and your context?
	May 9 17:00-18:30	Identifying barriers to creating healthy teams and collaborative work. (Dave Cupery)
	May 10 9-10:30 (2)	You can't have the conversation you don't have! <ul style="list-style-type: none"> • How to have hard conversations and why Wrap up <ul style="list-style-type: none"> • Wrap up unfinished conversations from day #1 • Capturing key learnings from 9. Mai.

		<ul style="list-style-type: none"> • Discussion on future work.
Due date June 30 (22 hours)		Assessment Method 2. Essay.

Learning materials

Primary literature:

Book:

Ford, L., Wegner, R., & Hirsch, A. (2021). *The starfish and the Spirit: Unleashing the Leadership Potential of Churches and Organizations*. Exponential Series.

Articles:

Patty, D. (2001). *Multiplying on a global scale*. Concentric.

https://concentricglobal.org/wp-content/uploads/2020/05/MultiplyingonaGlobalScale_eBook.pdf

Secondary literature:

Books:

Linhart, Terry. *The Self-Aware Leader: Discovering Your Blind Spots to Reach Your Ministry Potential*. Downers Grove: InterVarsity Press, 2017.

Nieuwhof, C. (2015). *Lasting impact: Seven powerful conversations that will help your church grow*.

Articles:

Hash, D. (n.d.). *Paradigm changes*. Concentric. https://concentricglobal.org/wp-content/uploads/2020/05/ParadigmChanges_eBook.pdf