

SARUM COLLEGE

MA in Christian Approaches to Leadership
(Validated by The University of Winchester)
May 2012
Optional Module "Personal Development"

Staff

Keith Lamdin, (Principal) Roger Mathews, (Director of Ministry, Diocese of Chelmsford), Steve Tarpey (Human Dimensions), Jayne Downey (Librarian), Mairead Quigley (Chaplain),

The overall aims of the Programme are to enable students to:

1. Have a critical understanding of leadership assessment tools that enable approaches to the study of development as a leader in a variety of contexts.
2. Have a critical understanding of theories of emotional and spiritual intelligence.
3. Be able to develop personal development planning processes, put them into effect and evaluate the outcomes.
4. Apply what they have learnt to their own context or to ones that are known to them.

In preparation for the module please do the Insights on line questionnaire (see separate sheet) before Friday 4th May and bring with you the latest ministry development review you have done or the latest staff review.

Timetable

The programme will include lectures, interactive exercises, student led seminars

Monday January 14th

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| 3.00 p.m. | Arrivals and registration |
| 4.30 p.m. | Welcome, introduction to the Programme and to a model of personal development – Keith Lamdin |
| 5.30 p.m. | Evensong (optional) |
| 6.30 p.m. | Supper (for all) |
| 7.30 p.m. | Session 1 – Seminar on ministry review and staff development processes. This will provide time for students to share and reflect upon the value and effectiveness of ministry or staff review processes. |

Tuesday January 15th

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| 8.15 a.m. | Breakfast (for residential students) |
| 9.15a.m. | Session 2 – More seminars on ministry review and staff development processes |
| 10.45a.m. | Coffee/Tea |
| 11.15 a.m. | Session 3 – Insights – Roger Matthews |
| 12.45 p.m. | Lunchtime Prayers (optional) |

1.00 p.m.	Lunch (for all)
2.00 p.m.	Session 4 – Insights - Roger Matthews
3.30 p.m.	Coffee/Tea
4.00 p.m.	Session 5 – Emotional and Spiritual Intelligence - Keith Lamdin
5.30 p.m.	Evensong (optional)
6.30 p.m.	Supper (for residential students)

Wednesday January 16th

8.15 a.m.	Breakfast (for residential students)
9.15a.m.	Session 6 –Self Managed Learning – overview and introduction to the 5 question structure – personal and organisational examples - Steve Tarpey
10.45 a.m.	Coffee/Tea
11.15 a.m.	Session 7 – Self Managed Learning – personal exploration part 1 – Steve Tarpey
12.45 p.m.	Lunchtime Prayers (optional)
1.00 p.m.	Lunch (for all)
2.00 p.m.	Session 8 –Self Managed Learning – personal exploration part 2 – Steve Tarpey
3.30 p.m.	Coffee/Tea
4.00 p.m.	Session 9 - The politics and practice of evaluation – Steve Tarpey
5.30 p.m.	Evensong (optional)
6.15 p.m.	Supper (<i>note unusual time</i>) (for residential students)

Thursday January 17th

8.15 a.m.	Breakfast (for residential students)
9.15a.m.	Session 10 – student study time to make a self development plan
10.45a.m.	Coffee/Tea
11.15 a.m.	Session 11 – Seminars when students report on their beginning to make a personal development plan
12.45 p.m.	Lunchtime Prayers (optional)
1.00 p.m.	Lunch (for all)
2.00 p.m.	Session 12 – Seminars when students report on their beginning to make a personal development plan
3.30 p.m.	Coffee/Tea
5.15 finish	

Summary

The module will make a methodological and hermeneutical study of contemporary management strategies for using feedback to develop and evaluate personal development plans in a variety of both faith based and secular contexts. There will be a critical study of the significance of emotional and spiritual intelligence theories for the development of self awareness and management of self in a leadership context. The module will provide an opportunity for students to design a feedback mechanism and personal development plan that they can test out in their context and assess.

Assessment

Submission of a summative portfolio totalling 5,000 words which will include:

- The design of a process for personal development based on a critical reflection and testing of a variety of models (70%)
- A worked case study using the chosen process for personal development (30%)

Credits: 20

Recommended Advance Reading

<http://www.selfmanagedlearning.org/about-sml/>

Boyatzis, R & McKee, A (2005) *Resonant Leadership* Harvard Business School, Boston

Cunningham, I. et al (eds.) (2000) *Self-managed learning in action*. UK: Gower

Cunningham, I. (1999) *The wisdom of strategic learning. The self managed learning solution*. 2nd edn. UK: Gower.

Goleman, D (2002) *The New Leaders, Transforming the art of leadership into the science of results* Little Brown, London

Francis, L & Robbins, M (2004) *Personality and the Practice of Ministry* Grove Booklets

<http://www.isseaustralia.com/stp1.html> for something on spiritual intelligence

Zohar, D. & Marshall, I. (2001) *Spiritual Intelligence: the Ultimate Intelligence*, Bloomsbury Paperbacks, London

If you are able to do so, we recommend that you have some familiarity with the following books which support substantial parts of the module:

Covey, S. R. (2006). *The 7 Habits of Highly Effective People*. Salt Lake City, Franklin Covey Company; New York : Simon & Schuster [Distributor].

George, W (2008) *Finding your true north, a personal guide* Jossey Bass, San Francisco

Rath, T (2007) *Strengths Finder 2.0* Gallup Press, New York

Goldsmith, M & Wharton, M (1993) *Knowing me knowing you, Exploring personality type and temperament* SPCK, London

General Bibliography

The purpose of this is to show you the range of materials which support the Module to which you will want to refer as needed. Further Selected Bibliographies may be provided to indicate important reading in a specific area.

Adair, J. (2000). *How to Find Your Vocation: A Guide to Discovering the Work You Love*. Norwich, Canterbury Press.

Adair, J (2005) *How to Grow Leaders* Kogan Page, London

Allender, D. (2006). *Leadership with a Limp*, WaterBrook Press.

Bacon, A. and A. Dawson (2010). *Emotional Intelligence for Rookies*. London, Marshall Cavendish.

Bennis, W (1989) *On Becoming a Leader* Random House

Cameron, H (2010) *Resourcing Mission: Practical Theology for Changing Churches* SCM

Dewar, F. (1988). *Live for a Change: Discovering & Using Your Gifts*. London, DLT.

Dewar, F. (2000). *Called or Collared: An alternative Approach to Vocation*. London, SPCK.

Edmondson, C. (2002). *Fit to Lead: Sustaining Effective Ministry in a Changing World*. London, DLT.

- Frankl, V. E. (2004). *Man's Search for Meaning*, Rider.
- George, W (2007) *True North* Jossey Bass, San Francisco
- Grugulis, I (2007) *Skills, Training and Human Resource Development: A Critical Text* Palgrave
- Herrick, V. and I. Mann (1998). *Jesus Wept - Reflections on Vulnerability in Leadership*. London, DLT.
- Hirsh, S. K. and J. A. G. Kise (2006). *Soul Types: Matching your Personality and Spiritual Path*. Minneapolis, Augsburg.
- Hirst, J. (2008). *Struggling to be Holy*. London, DLT.
- Horsfall, T (2010) *Working from a Place of Rest*. BRF
- Jacobsen, E. O., Ed. (2009). *The Three Tasks of Leadership*. Grand Rapids, MI, William B. Eerdmans.
- McGuinness, J. (2009). *Growing Spiritually with the Myers-Briggs Model*. London, SPCK.
- Palmer, P. J. (1993). *To Know as we are Known*. San Francisco, CA, Harper.
- Palmer, P. J. (1998). *The Courage to Teach*. San Francisco, CA, Jossey-Bass.
- Palmer, P. J. (1998). Leading from Within. *Insights on Leadership*. L. C. Spears. New York, NY, John Wiley: 197-208.
- Progoff, I (1980) *The Practice of Process Meditation* Dialogue House New York
- Rath, T. and J. Harter (2010). *Well Being: The Five Essential Elements*. New York, Gallup Books.
- Read, G. (2009). *Ministry Burnout*. Cambridge, Grove Books.
- Savage, S. and E. Boyd-MacMillan (2007). *The Human Face of the Church*. London, Canterbury Press.
- Shaw, P & Stacey, R eds (2006) *Experiencing Risk, Spontaneity and Improvisation in Organizational Change: Working Live*. Routledge
- Walker, S. P. (2007). *Leading out of Who You Are*. Carlisle, UK, Piquant Editions.
- Walton, R. (2009). *The Reflective Disciple*. London, Epworth.

Journals and other sources

Christian Research Association publications and website.

The 2001 National Census

New Blackfriars

Spirituality Today

Concilium

The Pastoral Review

Scottish Journal of Theology

Harvard Business Review

Modern Theology

Religious Studies

Harvard Business Review