

Transformational Leadership
A Two-Session Mid-Week Course for Pastors & Leaders

Aug. 3rd 6pm-9 pm Aug. 4th 9am-6pm
Aug. 17th 6pm-9pm Aug.18th 9am-6pm

Nevada City United Methodist Church

433 Broad St. Nevada City, CA 95959

CEU credits: 3/ cost \$100 per person

Leader: Anne Dilenschneider, D.Min.

The great African-American preacher, Howard Thurman, once said,

*“Don’t ask yourself what the world needs.
Ask yourself what makes you come alive
and then go and do that.
Because what the world needs
is people who have come alive.”*

Transformational leadership is the art of living life in such a way that each day you become more fully alive in God. It is about being made different, rather than making a difference. It is about being God’s rather than being gods. It is about radical discipling because it is, fundamentally, about love.

The leaders’ role is to locate the community of faith within the larger story of Biblical faith while assisting the community in discerning its values and call and living into those with integrity. To do this, leaders engage in processes of transformational leadership that supplant the management focus on effectiveness and outcomes. These processes, like transformational leadership itself, are based on fundamental spiritual needs. These needs are: renewal, belonging, safety and significance.

The processes at the heart of this course have all been “road-tested” in both churches and secular settings. They have turned congregations around, revived non-profit agencies, and allowed participants to live into their callings – even on the most difficult days -- with sureness and joy.

This is a 29-hour, 3 CEU course. There are 11.5 hours of instruction on the first weekend. The second mid-week session also involves 11.5 hours of instruction. Between the mid-week sessions there will be two 3-hour small group consultation sessions with the instructor. It covers:

First two-day session (evening & day, 11.5 hrs):

- The Spirituality of Transformational Leaders
- Fundamentals of Transformational Leadership
- Strategic Processes of Transformational Leaders
- Identifying Spirituality and Leadership Styles

Interim small group sessions with the instructor (6 hrs):

- Transformational Leadership Reflection
- Linking Transformational Leadership with the Five Practices of Fruitful Congregations
- Case Study Preparation

Second two-day session (evening & day, 11.5 hrs):

- Identifying Values
- Core Spiritual Disciplines
- Applying Leadership Strategies in Context

Primary Instructor:

Anne M. Dilenschneider, D.Min., Ph.D. candidate

leadwithsoul@mac.com

Qualifications:

Rev. Dr. Anne Dilenschneider has a D.Min. in spirituality and leadership; she is also a Ph.D. candidate in clinical psychology. Rev. Dr. Dilenschneider has been a United Methodist pastor since 1987, a spiritual director since 1988, and a national spirituality and leadership consultant to individuals, faith communities, and non-profit agencies since 1999. She has led graduate level seminars in transformational leadership for The Graduate Theological Union, Ashland Theological Seminary and The University of Notre Dame, among others. Since 2000, she has taught the spiritual leadership component of the annual California-Nevada CLayM training. She has published numerous essays on spirituality and leadership for international journals. Her work has been featured in *The San Francisco Chronicle* and *The New York Times*, and she currently blogs for *The Huffington Post*. She spent 14 years as a local church pastor and, in 2002, co-authored and led a 4-year, \$500k, ecumenical spirituality and leadership program for North American women clergy that was funded by the Lilly Foundation. In 2009 she was named Ashland Theological Seminary's Distinguished Alumna for Pastoral Leadership in honor of her national ministry in the areas of spirituality and transformational leadership.

Course Description

Transformational Leadership A Two Mid-Week Course for Pastors & Leaders

Alignment with California-Nevada Quadrennial CEU Requirements:

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|---|--|
| <input type="checkbox"/> Sexual Ethics for Clergy | <input type="checkbox"/> Cross Cultural Competency |
| X Spiritual Formation | X Professional Competency Development |
| X Disciple Making | <input type="checkbox"/> Career Assessment and Life Planning |
| X Self Care – Personal Growth | |

Brief description of content:

During this course, participants will:

During the first two-day session each participant will:

- **Discover her/his core gift** and assist another person in discovering theirs. This process is a deeply profound one, in that it values suffering because this is the process through which our core gifts are honed. Suffering is a part of spiritual formation that is too often avoided, yet in these times, any theology that cannot address the reality of suffering is insufficient. For spiritual leaders, being able to find meaning in one's own suffering opens a leader to the possibility of helping others find meaning in their difficulties. Suffering has the possibility of being transformational. After all, our faith teaches that there is no Resurrection without Good Friday!

- **Engage in spiritual exercises** through which s/he will be able to engage in reframing her/his relationships within the congregation. The art of transformational leadership is fundamentally the art of love. This is not an easy or simple practice. In order to help us grow in the practice of love, God presents Godself in many guises – the angry congregant, the difficult budget decisions, the stranger, the deep-seated conflicts, the beloved elder, the mischievous child, communion. As Bishop Sharon Brown Christopher said, “Making disciples has to do with knowing God and growing in our ability to love God and neighbor.”
- **Learn the fundamentals of transformational leadership**, and learning how this differs from management/transactional leadership. Transformational leadership differs from management in that leadership is about fostering and navigating the constantly changing environment, rather than about effectiveness. Leadership begins with a renewed relationship with God and attention to the fundamental spiritual needs of renewal, belonging, safety and significance. This focus is essential, because the leader's role is to locate the community of faith within the larger story of Biblical faith while assisting the community in discerning its actual lived values and helping it live into its particular mission with integrity.
- **Identify her/his spiritual style and leadership style.** There are eight basic leadership competencies that are essential for the health of any organization. Each of us has one of these competencies, and one of the fundamentals in the cycle of transformational leadership is the recognition that a leader is called to live her/his spiritual style (inner life) and her/his leadership style (outer life) with integrity. When this is done, it becomes possible to develop teams of people who allow each other to take turns leading and following, as needed. Balancing and sharing leadership in this way challenges old structures. However, it does allow us to grow in our ability to value and love each other. As Bishop Sharon Brown Christopher says, “Making disciples has to do with knowing God and growing in our ability to love God and neighbor.”
- **Practice strategic processes** through which s/he will be able to engage in reframing a ministry context and challenges by using the lens of faithfulness rather than effectiveness in addressing the issues presented in a real-life case study. The processes of transformational leadership provide the framework and structures to safely include difficult persons and situations as gifts from God. These allow both the clergyperson and the community to become more practiced in love.

During the small group interim sessions with the instructor each participant will:

- **Reflect on transformational leadership.** Examples of transformational leadership abound in the media (movies, news articles, books, etc.). Participants will bring and discuss examples of transformational leadership in order to practice recognizing these principles at work in the “real” world.
- **Link transformational leadership principles with the Five Practices of Fruitful Congregations.** The “Five Practices” follow the flow of transformational leadership. Participants will work together to explore how these practices and principles work together.
- **Prepare a case study for presentation.** Each leader – or group of leaders from the same church - will work with the instructor to prepare a case study from their own context to present during the second weekend. This case study will include an analysis from a transformational leadership point of view, and recommendations for strategies.

During the second two-day session each participant will:

- **Discover the leader's actual, lived values.** Transformational leadership differs from management in that leadership is about fostering and navigating the constantly changing environment. This requires attention to one's own values in order to deal with a community's current situation. The central task of leadership is to engage in such a way that leaders are able to become clear about their actual lived – rather than stated – values. This is essential, because values guide individuals and communities through times of change.
- **Learn how spiritual disciplines support leaders.** Transformational leadership begins with a renewed relationship with God and attention to the 12 basic spiritual disciplines. This focus is essential, because the primary role of the leader is to locate and center her/himself within God's larger story. Faithfulness, not effectiveness, is the starting point of transformational leadership.
- **Practice strategic processes** through which s/he will be able to engage in reframing her/his local ministry context and challenges by using the lens of faithfulness rather than effectiveness in addressing the issues presented in real-life case studies. Since 1920 there has been a marked turn in the role of clergy from a focus on care of souls to a focus on control of the organization. As a result, there has been a loss of the transformational dynamic of ministry as the weight of administration and management has increased. The reclaiming of this historic pastoral work requires, as Eugene Peterson observes, "a determination to work at the center, to concentrate on the essential."

Instructional methodology to be used: Instruction methodologies will include lecture, open-ended questions, discussion, personal reflection, and small group exercises.

Total clock hour of instruction: 29

CEU credits: 3

If you have questions:

Contact Anne Dilenschneider, 650-218-3217 or leadwithsoul@mac.com