

Leadership and Organization Development

Course objectives: The student will understand the leader's responsibility in organization development and learn the steps involved in organization development. This course will specifically focus on defining and communicating vision and destination. Once the vision is defined, the student will begin the process of assessing the current situation and planning to achieve the destination.

1. A leader's responsibility for organization development
 - Role modeling
 - Defining and communicating the vision
 - Setting goals and direction (team or committee)
 - Implementation and action
 - Encouraging and motivating people
2. Steps of organization development
 - Destination Planning – Creating Shared Vision
 - Current Reality – Understanding what you have
 - Gap Analysis
 - Action Planning – How do you close the gap?
3. Areas to consider in organization development
 - Processes, People, Environment, Measurement Systems, etc.
 - Team charter – how will you work together, roles and responsibilities, Key accountabilities, how often you will meet, how you will communicate, Chart of authority, etc.

Course Requirements:

- Before:
 - Read Chapter 4, "The Leader's Vision: from the book Spiritual Leadership" by Henry Blackaby (entire book recommended; not required).
 - Turn in on arrival – Briefly describe the organizational strengths and weaknesses of the AWM group with which you are presently involved or familiar. (3x5 card size)
 - Be prepared to share a vision of yours (or someone else) which you have seen fulfilled
- After:
 - Briefly describe a vision that you feel God is giving you for your organization and the first five steps you will take to begin to implement it