**GLOBAL ACADEMY OF TRANSFORMATIONAL LEADERSHIP (GATL)**

**MA in TRANSFORMATIONAL LEADERSHIP**

**ACADEMIC SYLLABII**

**Courses**

Over a period of two years, GATL offers the following courses leading to a MA in Transformational Leadership

GATL Courses

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| Area of Stewardship | Course Name | Credit-hours |
| Pre-Requisite | Research and Writing  | 2 |
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| Stewardship of Self(CYCLE 1) | Spiritual and Character Development | 4 |
| Holistic Personal Leadership | 4 |
|  | Advanced Stewardship of Self in Leadership | 2 |
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| Stewardship of Mission(CYCLE 2) | # Organizational and Cultural Leadership or\* Bible Survey and Praxis | 4 |
| Strategic Planning and Implementation  | 4 |
|  | Advanced Stewardship of Mission in Leadership | 2 |
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| Stewardship of People (CYCLE 3) | Biblical Servant Leadership | 4 |
| Leadership Development and Mentoring | 4 |
|  | Advanced Stewardship of People in Leadership | 2 |
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| Stewardship of Resources(CYCLE 4) | # Introduction to Holistic Societal Transformation or\* Applied Biblical Interpretation | 4 |
| Resource Development and Networking in a Global Environment | 4 |
|  | Advanced Stewardship of Resources in Leadership  | 2 |
| **Total** |  | **42** |

# Leadership Track

\* Biblical Foundations Track

**Pre-Requisite Course**

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|  | **RESEARCH AND WRITING (2-credits)** |
| **Course Description** | Through this course, students will be able to understand and apply some of the basic skills of research and writing. The processes and procedures in which students learn from this course will be applied toward writing their advanced leadership research studies stemming from the Stewardship of: Self, Mission, People, and Resources. GATL students will follow a publication manual of the American Psychological Association (APA) style in all their writings.  |
| **Learning Outcomes** | Students will be able to learn the necessary requirements and skills of research and writing. |

**CYCLE 1: Courses**

*Module Name*: Stewardship of Self

*Purpose of the Module*: *Stewardship of Self* is designed to equip emerging leaders to become authentic leaders who have a strong spiritual foundation, a sense of adequate self-awareness and, and a long-term view of their holistic personal leadership. In addition, students will learn necessary skills of research and writing.

*Courses*:

1. Spiritual and Character Formation – 4 credit hours (5 days)
2. Holistic Personal Leadership – 4 credit hours (5 days)
3. Advanced Stewardship of Self in Leadership – 2 credit hours

*Cycle 1*: 10 days

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|  | **SPIRITUAL AND CHARACTER FORMATION (4-credits)** |
| **Course Description** | This course focuses on the inner transformation of the learners, their spiritual formation and character development as foundation for effective leadership. It aims at producing leaders of integrity who are grounded on biblical, moral, and ethical foundation. In addition, through application of various teaching-learning methodologies, students will be helped to understand and apply the necessary principles and processes of leadership formation from biblical perspectives. |
| **Learning Outcomes** | Students will be able to develop important spiritual disciplines and ability to reflect and apply biblical principles for their daily life and ministry |
|  | Students will be able to develop necessary biblical, theological, and moral conviction and personal philosophy of becoming and being a leader of integrity  |

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|  | **HOLISTIC PERSONAL LEADERSHIP (4-credits)** |
| **Course Description** | This course is designed to help produce emerging leaders who have a sense of adequate self-awareness, holistic self-leadership, and a life-long view of learning, growing, and leading. Through the use of various self-assessment tests, daily journaling, reflection, mentoring relationships, and observations of personal behavior, students will be able to identify their personal mission statements, core values, and develop and implement integrated personal development plans. |
| **Learning Outcomes** | Students will be able to develop a deep biblical conviction that leadership is a calling, and evaluate their own personal life calling and current practices. |
|  | Students will have increased self-awareness through reflections on historical patterns and processes of their own personal leadership formation, and assessments of spiritual gifts, natural talents, acquired skills, strengths, and weaknesses. |
|  | Students will be able to develop and articulate their personal core values and mission statements. |
|  | Students will be able to identify and integrate personal priorities.  |
|  | Students will be able to develop, implement, and evaluate holistic long-term personal development plans. |
|  | Students will able to describe key leadership and management theories, including where each theory falls within the development of the field of personal leadership. |

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|  | **ADVANCED STEWARDSHIP OF SELF IN LEADERSHIP (2-credits)** |
| **Course Description** | The aim of this course is to help students reflect on the Stewardship of Self. The course is intended to enable students integrate the knowledge they have gained in “*Spiritual and Character Formation*” and “*Holistic Personal Leadership*” with their spiritual and intellectual development, personal philosophy of leadership, and their potential contribution in personal life transformation. |
| **Learning Outcomes** | Students will be able to learn the necessary skills of research and writing an advanced exhaustive study of Stewardship of Self in the context of their personal life and work. |

**CYCLE 2: COURSES**

*Cycle 2:*Stewardship of Mission

*Total credit hours*: 10

*Purpose of the module*: this cycle is intended to equip younger leaders identify, articulate, and fulfill their life mission. Through this cycle, students will be able to understand leadership as the important processes of strategic planning and implementation, the role of culture in leadership, and the essential motivation and principles of strategizing and executing the mission of the organization.

*Courses:*

* Organizational and Cross-Cultural Leadership (4-credits) 5 days #

OR

* Bible Survey and Praxis (4-credits) 5 days \*
* Strategic Planning and Implementation (4-credits) 5 days
* Advanced Stewardship of Mission in Leadership (2-credits)

# Leadership Track

\* Biblical Foundations Track

*Cycle 2*: 10 days

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|  | **ORGANIZATIONAL AND CULTURAL LEADERSHIP (4-credits)**Leadership Track |
| **Course Description** | This course is designed to help students identify, appreciate, and fulfill their unique personal calling as leaders. In addition, students will study leadership as stewardship from various perspectives including leadership theory and praxis, biblical and theological reflection, cultural, and historical and contemporary practices of leadership. |
| **Learning Outcomes** | Students will learn essential skills of organizational leadership including the ability to initiate and lead change. |
|  | Students will be able to understand a biblical perspective of leadership as a responsibility of stewardship with accountability. |
|  | Students will be able to implement sound governance procedures and policies in their organizations.  |
|  | Students will be able to assess the role and influence of culture and leadership behavior and practice in their context.  |
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|  | **BIBLE SURVEY AND PRAXIS (4-credits)**Biblical Foundations Track |
| **Course Description** | In order to experience a transforming integration of our leadership with our faith in Christ, we must base our practice on *God’s word*. In this course, the core of the Old and New Testaments will be explored as a unified narrative. The kingdom of God will be the primary theological thread through which we will examine other themes relevant to our ministry settings today. Students will practice historical contextual issues and modern contextual connections in their personal work for this class.  |
| **Learning Outcomes** | Students will understand the narrative flow of the Bible, seeing how each of its smaller stories are founded in a larger, cohesive missional story.  |
|  | Students will practice a variety of narrative-focused “lenses” that will deepen their vision of the overall Bible story and give them skills for a lifetime of leading change. |
|  | Students will be able to implement relevant connections of Biblical stories to important themes, for both their personal and professional life, as transformative leaders in today’s global world.  |

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|  | **STRATEGIC PLANNING AND IMPLEMENTATION (4-credits)** |
| **Course Description** | Through this course students will be able to learn some essential skills of organizational leadership including the processes of developing and implementing strategic plans, leading change, conflict transformation, collaboration, and teamwork. The course will highlight the importance of long-term planning, adding value to local resources, and partnering with others. |
| **Learning Outcomes** | Students will be able to understand essential processes of strategic planning including SWOT analysis, vision and objectives, strategies, business plan, and leading implementation, and measuring progress, and correcting deficiencies.  |
|  | Students will be able to analyze internal and external organizational environment, evaluate organizational strengths and weaknesses, and align organizational practice and performance with its mission and values.  |
|  | Students will be able to develop conviction and skills that are necessary to plan in teams and collaborate with other individuals within the organization for implementation. |

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|  | **ADVANCED STEWARDSHIP OF MISSION IN LEADERSHIP (2-credits)** |
| **Course Description** | The aim of this course is to help students reflect on the Stewardship of Mission. The course is intended to enable students to integrate the knowledge they have gained in “*Organizational & Cultural Leadership*” and “*Strategic Planning & Implementation*” with their spiritual and intellectual development, organizational development, cultural leadership, and their potential contribution in designing and developing strategies, systems and processes that will help in the transformation of organizations. |
| **Learning Outcomes** | Students will be able to learn the necessary skills of research and writing an advanced exhaustive study of Stewardship of Mission in the context of their organizations. |

**CYCLE 3: COURSES**

*Module Name*: Stewardship of People

*Total credit hours*: 10

*Purpose of the Module*: Stewardship of people is designed to equip emerging leaders to become true servant leaders committed to influencing present and future generations by developing and mentoring other leaders.

*Courses*:

* Biblical Servant Leadership (4 credits) 5 days
* Leadership Development and Mentoring (4 credits) 5 days
* Advanced Stewardship of People in Leadership (2 credits)

*Cycle duration*: 10 days

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|  | **BIBLICAL SERVANT LEADERSHIP (4-credits)** |
| **Course Description** | The most common view of leadership is related to position, power, and prestige. But the biblical model of leadership is servant-hood, selflessness, and sacrifice. This course will equip students to understand and evaluate the existing leadership paradigm in the world in view of contemporary theory and practice of servant leadership. Students will be engaged in learning and applying essential principles of biblical leadership towards becoming and nurturing biblical servant leaders. The learning process will employ active interaction in classroom, reading, writing, critical reflection, practical application, group projects, case studies, mentoring experiences, and exposure to exemplary leaders.  |
| **Learning Outcomes** | Students will be able to understand the concept and practice of servant leadership from theoretical and biblical perspectives. |
|  | Students will be able to develop biblical conviction and practical skills that are necessary to lead as servants. |
|  | Students will be able to assess the benefits of servant leadership in relation to that of controlling and domineering styles of leadership. |

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|  | **LEADERSHIP DEVELOPMENT AND MENTORING (4-credits)** |
| **Course Description** | Through this course students will learn the importance and essential skills of developing, mentoring, and multiplying transformational leaders in the world from a biblical perspective. Students will have opportunities to study the challenges of leadership development, mentoring, and leadership transitions in various contexts. In order to achieve these goals, the students will engage in case studies, group debates, and reflections on issues related to leadership perceptions and practices. In addition to gaining necessary skills on leadership development through structured mentoring, the trainees will be required to develop a personal philosophy of leadership development.  |
| **Learning Outcomes** | Students will be able to understand the opportunities and challenges of leadership development and mentoring in the context of practice.  |
|  | Students will be able to practice mentoring with senior as well as younger leaders. |
|  | Students will be able to develop a personal philosophy of leadership development. |

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|  | **ADVANCED STEWARDSHIP OF PEOPLE IN LEADERSHIP (2-credits)** |
| **Course Description** | The aim of this course is to help students reflect on the Stewardship of People. The course is intended to enable students integrate the knowledge they have gained in “Biblical Servant Leadership” and “Leadership Development and Mentoring” with their spiritual and intellectual development, personal philosophy of leadership, and their potential contribution in mentoring servant leaders who will spearhead transformation. |
| **Learning Outcomes** | Students will be able to learn the necessary skills of research and writing an advanced exhaustive study of Stewardship of People in the context of their life and organizations. |

**CYCLE 4: COURSES**

*Cycle 4:*Stewardship of Resources

*Total credit hours*: 10

*Purpose of the module*: Stewardship of resources is designed to equip emerging leaders develop necessary conviction, character, and competence to understand and help solve critical socioeconomic challenges through passionately developing and wisely managing the available and potential material resources.

*Courses:*

* *Resource Development and Networking in a Global Environment (4 credits) 5 days*
* *Introduction to Holistic Societal Transformation (4 credits) 5 days #*

*OR*

* *Applied Biblical Interpretation (4 credits) 5 days \**
* *Advanced Stewardship of Resources in Leadership (2 credits)*

# Leadership Track

\* Biblical Foundations Track

*Cycle 4*: 10 days

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|  | **RESOURCE DEVELOPMENT AND NETWORKING IN A GLOBAL ENVIRONMENT (4-credits)** |
| **Course Description** | The course is designed to help emerging leaders develop a strong conviction that nations around the world are endowed with abundant natural resources but those resources are generally untapped or not maximized. Through this course the students will be equipped with necessary skills to mobilize, manage, and maximize those resources for the glory of God and the benefit of humanity. |
| **Learning Outcomes** | Students will develop and maintain strong conviction and the right perspective pertaining to the abundance of material resources in the global environment |
|  | Students will develop and apply skills that are necessary to identify and mobilize material resources from appropriate sources.  |
|  | Students will understand, appreciate, and apply principles and practices of sound financial management.  |

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|  | **INTRODUCTION TO HOLISTIC SOCIETAL TRANSFORMATION (4-credits)**Leadership Track |
| **Course Description** | Through this course students will be equipped to investigate the historical, cultural, social, economical, and political environment of a community in their respective nations. The course is intended to help students develop a vision of a holistically transformed nation and how to lead communities, organizations, and even a nation toward that vision. |
| **Learning Outcomes** | Students will be able to assess and understand nation’s material poverty in relation to spiritual, cultural, political and socioeconomic environment of the nation and the world.  |
|  | Students will develop a compelling vision of a transformed nation.  |
|  | Students will develop necessary knowledge and skills toward transformational leadership.  |
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|  | **APPLIED BIBLICAL INTERPRETATION (4-credits)**Biblical Foundations Track |
| **Course Description** | Students at the GATL need to be equipped to become “biblical thinkers for dynamic spiritual leadership.” Leaders need to possess the skills, knowledge, and character to study the Bible. Using the inductive method of studying God’s Word, the course “Applied Biblical Interpretation”, is pivotal to preparing the student for Biblical Leadership. When spiritual leaders are methodically trained in studying God’s Word, it develops them to be self-feeders who focus on life change. Leaders are better equipped to help make disciples who take personal responsibility to nurture themselves for their spiritual growth in life and ministry. |
| **Learning Outcomes** | Students will be able to assess and understand the principles and methods for studying the Bible in an inductive manner. |
|  | Students will develop skills for Biblical Interpretation..  |
|  | Students will implement a plan for studying, applying and teaching the Word of God in life and leadership.  |

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|  | **ADVANCED STEWARDSHIP OF RESOURCES IN LEADERSHIP (2-credits)** |
| **Course Description** | The aim of this course is to help students reflect on the Stewardship of Resources. The course is intended to enable students integrate the knowledge they have gained in “Resource Development and Networking in a Global Environment” and “Introduction to Holistic Societal Transformation” with their resource development, collaborative leadership, and their potential contribution in a holistic way in order to spearhead transformation in society. |
| **Learning Outcomes** | Students will be able to learn the necessary skills of research and writing an advanced exhaustive study of Stewardship of Resources in the context of their life and organizations. |