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## MAIN GOAL

To develop and implement a training model that is theologically founded on the Bible and presented in a holistic, integrated, contextual and practical way.

## VISION

The Academi strives to present theologically founded (Bible-based) learning experiences through a holistic process that integrates and contextualises all the spiritual, rational and practical elements that will enable students to live with purpose.

## TRAINING OUTCOMES

- Mosaïek Academi has implemented a holistic approach to training. This means that your theological studies will not only be a cognitive exercise but will also be integrated with spiritual, practical and physical components. It will be a whole-person learning experience.
- **Integration.** The different elements of the training will not take place in isolation. Instead, all facets will be connected in an interdisciplinary way to better understand the bigger picture.
- **Context analysis.** This means that your context is applied to learning methodologies. The training is built on a strong theological foundation that underpins all practical skills development. The objective is not only to gain knowledge but also to equip students with skills that will enable them to apply the Bible and theological knowledge to contemporary situations.
- **Training is practice-driven.** Thus, students are given practical skills that will help them to function more effectively in their particular area of ministry. Distance learning is integrated with regular face-to-face interactive opportunities between students and lecturers that promote exposure to practical theology.
- Mosaïek Academi is **missionally focused**, and therefore each subject area stands in the service of the musicological command to the Church.
- Mosaïek Academi also guides students through a process of **discovering their gifts and ministries**, employing a number of measurement tools to assist students further to reach their full potential in ministry.
- **Technological resources** are utilised to enhance the overall training experience.
- Mosaïek Academi is **ecumenical** in its approach, and therefore students from any church background are welcome to register.

## PERSONAL AND INTERPERSONAL LEADERSHIP – DR. JOHAN GEYSER

### **1. Welcome**

- Personal and Interpersonal Leadership is a leadership journey designed to enable you to lead from the inside out. This journey is based upon the ancient paradigm of contemplation and action.
- Discovering and exploring your own essence and leadership style through making use of the Enneagram to enhance your personal leadership and growth, searching and developing a team, becoming a peacemaker by working through conflict and making decisions through discernment would be part of the journey.
- This approach to leadership can be described as:
  - Christ centered
  - Biblically based
  - Contemplative
  - Integrative
  - Wholistic
  - Transformative (VIM)
- Personal and Interpersonal Leadership is important because we all find ourselves in a role of leadership and some of us has a call to lead.

## **2. Information about the Lecturer**

Personal and Interpersonal Leadership is written, compiled and facilitated by Johan Geysers.

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telephone: 011 – 268 4700

Appropriate times to contact: daily

The easiest to contact me is via e-mail.

## **3. Role of the Lecturer**

The lecturer acts as guide to learners by accompanying them in their learning process.

## **4. Role of the Learner**

This reader provides a framework and guidance for specified outcomes by means of different study units. This entails that you have to prepare independently. It is encouraged that you find a ‘study-buddy’ that you can phone and compare concepts and answers with.

## **5. Rationale & Module outcomes**

Please note that for students who are doing this course for Academic credits, the following will be compulsory:

- Complete one assignment
- Hand in a portfolio
- Attend the retreat

Students doing the course for personal growth need to attend the class sessions and do the assignments if they choose to do so.

On completion of this module, you should be able to:

- Tell your own leadership story
- Define the term leadership in your own words
- Interpret various leadership models
- Explain the concept of Contemplative Leadership
- Have a better understanding of contemplative leadership and its impact on groups
- Show some understanding of the contemplative leadership example of Jesus Christ
- Open up new possibilities
- Describe the meaning of your own leadership essence and style
- Explain and utilize methods and practices of contemplative leadership
- Describe the meaning of personal leadership
- Explain and utilize the practices that assist in developing personal leadership

- Apply some skills, techniques and process to select and develop a team
- Identify and work with dysfunctions in teams
- Mediate conflict and disagreement between group and team members constructively
- Show and practice the signs of a good listener
- Develop a discerning approach to decision making

## 6. Study Material and Readers

The study material consists of the following:

### 1. Prescribed textbooks:

- Barton R.H. Strengthening the Soul of your Leadership. IVP: 2008.
- Chesnett B. The 9 Types of Leadership. Post Hill Press: 2017.

### 2. Recommended reading and articles:

- Avolio, B.J., 2009. Leadership: Current Theories, Research, Future Directions. *Annual Review of Psychology*, 60, 421-449.
- Bennis W.G., Thomas R.J., 2002. Crucibles of Leadership. *Harvard Business Review at Large*, September, 39 - 45.
- Blachard K., Hodges P. 2005. *Lead like Jesus*. 1st ed. Nashville: W Publishing
- Drucker, P., 1999. *Managing Oneself*. Harvard Business Review, January, 100 - 105.
- Waaijman, K., 2002. Spirituality. Forms, foundations, methods. *The Transformational Process*. Leuven/Paris/Dudley Ma: Peeters.

- Sanders, J.O., 1967. *Spiritual Leadership*. 5th ed. Chicago: Moody Press.
- Mulholland M.R., *Invitation to a Journey - Chapter 8*. IVP: 1993
- Kotter J.P., *Leading Change*. Harvard Business School Press: 1996
- Mackinnon L, Ph.D. 2017. *Top Ten Leadership Books* (from the 1960s to today). LinkedIn.
- Van Staden E., *Chapter 3 - Leadership: Definition, stages, and styles*. Unpublished dissertation
- Nell, I., 2016, 'Virtual leadership? The church as a South African case in point', HTS Theologiese Studies/Theological Studies 72(2).

## 7. Evaluation

Evaluation will be done in this way:

There will be one assignment, a personal leadership portfolio and one exam paper for this course. The assignments and exam will focus on knowledge, insight and the application of the study material. All content of the prescribed material must be studied. More information on the exam will be provided to you during classes.

**Semester work:** 50% of final mark

Please note that the minimum requirements for your semester mark in order to be allowed to write exams, is 40%.

Do ensure that all work required for your semester work is submitted on time!

**Exam mark:** 50% of final mark



Please note that the minimum requirement in your final mark, in order to pass the subject is 50%.

## **8. Semester work**

All semester work is required as a means to evaluate your progress and development, as well as your integration and interpretation of the specific topic/subject. All work submitted must therefore be submitted as individual tasks and be a true reflection of your understanding and own ability!

### **Portfolio:**

Compile a portfolio of your own journey and insights regarding your development as a leader during the time of your studies.

### **Assignment:**

Develop a personal plan for your own leadership development. You might consider aspects like:

- life dimensions
- life phase
- sacred wound
- signature sin
- personal habits and practices etc.

A candidate's mark is calculated as follows:

- Assignment – 25%

- Portfolio – 25%
- Exam – 50%

## **9. Study Material, Reader and Program**

- The learning material should be read before the zoom sessions.
- The book of Chessnet should be read before the commencement of the first Enneagram meeting on 16 May 2021.
- If you are unable to identify your Enneagram number, you should contact Wilma Geysers on [WilmaG@mosaik.com](mailto:WilmaG@mosaik.com) before the class.
- The attendance of the leadership retreat on 4 – 6 June 2021 for credit purposes for the Academic course is compulsory.
- Classes will be done via zoom online sessions on Sunday afternoons at 15:00. In the case that a student should not be able to attend a certain class, they can request for a copy of the class recording from Adele Labuscagne at [academi@mosaik.com](mailto:academi@mosaik.com) or the student needs to arrange for someone in the class to record it on their behalf.
- Class time table:

<b>SESSION</b>	<b>OUTCOME</b>	<b>LEARNING MATERIAL</b>
<b>1. Introduction to Leadership</b> Date: Sunday 14 February 2021 Time: 15:00 – 16:30	Awareness and better understanding of the What/Why/How of leadership through your own leadership story	<ul style="list-style-type: none"> <li>• Article: Leadership: Current Theories</li> <li>• Article: Crucibles of Leadership</li> </ul>

**MOSAIEK STUDY LETTER PERSONAL & INTERPERSONAL LEADERSHIP**

SESSION	OUTCOME	LEARNING MATERIAL
		<ul style="list-style-type: none"> <li>• Article: Chapter 3 - Leadership: Definition, stages, and styles, Elmor van Staden</li> <li>• Book: Barton – Strengthening the soul of your leadership (pages 1-84)</li> </ul>
<p><b>2. Leading from the inside out</b> Date: Sunday 7 March 2021 Time: 15:00 – 16:30</p>	<p>Awareness and better understanding of your own approach (paradigmatic perspective) of leadership</p>	<ul style="list-style-type: none"> <li>• Article: Managing Oneself, Drucker</li> <li>• Book: Barton – Strengthening the soul of your leadership (pages 85-152)</li> </ul>
<p><b>3. Envisioning the emerging future</b> Date: Sunday 18 April 2021 Time: 15:00 – 16:30</p>	<p>Model and practice of envisioning</p>	<ul style="list-style-type: none"> <li>• Book: Barton – Strengthening the soul of your leadership (pages 166-188)</li> </ul>
<p><b>4. Enneagram 1</b> Date: Sunday 16 May 2021 Time: 15:00 – 16:30</p>	<p>Understanding of your personal leadership style</p>	<ul style="list-style-type: none"> <li>• Book: Chesnett – The 9 types of Leadership</li> </ul>
<p><b>5. Personal Leadership</b> Date: Sunday 20 June 2021 Time: 15:00 – 16:30</p>	<p>Establish a path to grow up, wake up and heal up.</p>	<ul style="list-style-type: none"> <li>• Article: The Transformational Process, Kees Waaiman</li> </ul>

<b>SESSION</b>	<b>OUTCOME</b>	<b>LEARNING MATERIAL</b>
		<ul style="list-style-type: none"> <li>• Article: Managing Oneself, Drucker</li> </ul>
<p><b>6. Enneagram 2</b></p> <p>Date: Sunday 18 July 2021</p> <p>Time: 15:00 – 16:30</p> <p><i>Optional Enneagram</i></p> <p><i>Integration session:</i></p> <p>Saturday 31 July 2021</p> <p>9:00-12:00</p>	<p>Understanding of your Inter Personal Leadership style</p>	
<p><b>7. Decision making through discernment</b></p> <p>Date: Sunday 15 August 2021</p> <p>Time: 15:00 – 16:30</p>		<ul style="list-style-type: none"> <li>• Book: Barton – Strengthening the soul of your leadership (pages 189-207)</li> </ul>
<p><b>8. Digital Leadership</b></p> <p>Date: Sunday 19 September 2021</p> <p>Time: 15:00 – 16:30</p>	<p>Developing your digital leadership online</p>	<ul style="list-style-type: none"> <li>• Article: Virtual Leadership? The echurch as a South African case in point’, Nel</li> </ul>

## **10. Examination**

There will be one exam paper of 3 hours.

### **Scope for the Exam**

All prescribed work. More information on the scope for the exam papers will be provided to you in the classes.