

SPRING/SUMMER 2024

Leadership Development Seminar

Facilitators: Anne Stewart and Thais Carter

ABOUT THE SEMINAR

As we all play a role in equipping our students for leadership in the church and the world, we also want to provide learning opportunities that equip the leaders who have not or cannot be a full-time residential student. This 10-week leadership development seminar will connect participants to best practices, formative coaching, and innovative theory that brings those methods in alignment with their work and provides the opportunity for reflection in a community of colleagues.

MEETING TIMES AND PLACE

Each session is 90 minutes long. The 2024 meeting dates are:

- **April 11** | Leadership Identity
- **April 18** | Designing Your Leadership Vision
- **May 2** | Change Management
- **May 16** | Implementation and Planning
- **May 30** | Building Effective Teams
- **June 13** | Giving and Receiving Feedback
- **June 27** | Navigating Conflict
- **July** | Set up 1-on-1 Meeting with Coach Shelley
- **August 1** | Final Presentations, Part I
- **August 8** | Final Presentations, Part II

All sessions will take place from 12-1:30 pm ET. We will meet on Zoom at this link:

<https://ptsem.zoom.us/j/2761583351?pwd=QU9yTGFWSWxYbTJFTmZoRDVVSQVUVUT09>

Meeting ID: 276 158 3351

Passcode: DptSR1

EXPECTATIONS

There are three main expectations of the program:

1. **Complete as much of the reading as you can.** We know you're busy and have structured the syllabus with resources that fit into a packed schedule without sacrificing depth. If you don't get to all the reading/listening/viewing, you should still attend the session.
2. **Attend the Majority of the Sessions.** If you think you will miss more than 2 of the topical discussions, this may not be the right season to participate in the seminar. The response to the application was robust enough that we will certainly run a second round of the seminar.
 - a. If you do have to miss a session, you can set up a time to meet with Thais and discuss the readings.
3. **Bring your full self.** This is an opportunity to connect with women across the seminary in a meaningful way. Colleagues don't have to become confidantes, but we hope you develop a strong sense of community within the cohort. The more you invest in the program and relationships, the more you'll get out of it.

COACHING

Rev. Shelley Smith is certified as an Associate Certified Coach with the International Coaching Federation and endorsed by the United Methodist General Board of Higher Education and Ministry as a Life Coach Chaplain. As a coach, she creates a confidential space to find inspiration and motivation that results in professional and personal transformation, balance and wellness guided by client goals. She works with clergy and teams of various denominations, partner with individuals and organizations in leadership development, and train persons participating in certified coaching programs.

She has over 20 years of ministry experience, with the past eleven years as a senior pastor. As a clergy member of the Greater New Jersey United Methodist Church Annual Conference, she is appointed to Extension Ministry as a coach. In addition to serving as the GNJUMC Conference Secretary, she is on the Board of Ordained Ministry and a Circuit Leader. She received her Master of Divinity degree from Palmer Theological Seminary, St. David's PA in 2011, and was an adjunct professor in their Eastern School of Christian Ministries.

Shelley will be present each session and available for 1-on-1 coaching sessions following the conclusion of the topical meetings.

GUIDELINES FOR FINAL PROJECT

Each participant will be invited to connect one of the core themes with a real-world opportunity or challenge she is facing.

The last two weeks of the seminar will be set aside for final presentations. Each participant will have 10 minutes to share how she hopes to implement learnings within her team or current work. Final projects aren't graded; this is an opportunity for reflection and feedback from the cohort.

ACCESSING MATERIALS

All participants will be enrolled in the seminar through Brightspace, the learning management system utilized by Princeton Seminary. Within the course module you will find links to certain eBooks, PDFs of chapters, links to articles, videos, and podcasts. All of the seminar dates are input into the calendar for easy reference.

Within Brightspace we've included links to purchase any of the books you want to make part of your personal library.

COURSE OUTLINE

WEEK 1: Embracing Your Leadership Identity

TYPE	TITLE AND AUTHOR	NOTES
Article	<u><i>In Praise of the Incomplete Leader</i></u> by Deborah Ancona, Thomas W. Malone, Wanda J. Orlikowski, and Peter M. Senge	
Article	<u><i>New research reveals the 30 critiques holding women back from leadership that most men will never hear</i></u> by Amy Diehl, Leanne M. Dzubinski, and Amber L. Stephenson	
Book	<i>The Confidence Code: The Science and Art of Self Assurance -- What Women Should Know</i> by Katty Kay and Claire Shipman	Read Chapters 3, 6 and 7 Pages 55-84, 139-187 This book will be provided for you!

WEEK 2: Designing Your Leadership Vision

TYPE	TITLE AND AUTHOR	NOTES
Book	<i>The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World</i> by Ronald A. Heifetz, Marty Linsky, Alexander Grashow	Read Part III: Mobilize the System Pages 109-175
Article	Ringleb, Al & Rock, D.. (2008). The emerging field of neuroleadership. <i>NeuroLeadership J.</i> 1.	
Article	<u><i>The Best Leaders Have a Contagious Positive Energy</i></u> by Emma Seppälä and Kim Cameron	

WEEK 3: Managing Change

TYPE	TITLE AND AUTHOR	NOTES
Book	<i>Our Iceberg is Melting: Changing and Succeeding Under Any Conditions</i> by John Kotter	This book will be need to be purchased (<\$15) or rented from your local library.
Article	<u>Change is Hard. Here's How to Make it Less Painful.</u> By Erika Andersen	
Audio	<u>The Glass Cliff Phenomenon</u>	Podcast is 17:22 minutes in length.

WEEK 4: Approaches to Implementation

TYPE	TITLE AND AUTHOR	NOTES
Book	<i>Experiencing Design: The Innovator's Journey</i> by Jeanne Liedtka, Karen Hold and Jessica Eldridge	Read Chapters 1, 2 and 8 Pages 3-30, 115-131 This book will be need to be purchased (\$25) or rented from your local library.
Book	<i>Emergent Strategy: Shaping Change, Changing Worlds</i> by adrienne marie brown	Read Chapters 3, 4, and 6 Pages 51-82, 103-122
Article	<u>Zeroing in on Impact: In an era of declining resources, nonprofits need to clarify their intended impact</u> by Susan Colby, Nan Stone, and Paul Carttar	
Video	<u>A Plan is Not a Strategy</u>	

WEEK 5: Building Effective Teams

TYPE	TITLE AND AUTHOR	NOTES
Assessment	<u>DISC Assessment</u>	This is a free assessment.
Book	<i>Experiencing Design: The Innovator's Journey</i> by Jeanne Liedtka, Karen Hold and Jessica Eldridge	Pages 145-206 describe the DISC types.
Book	<i>The Art of Alignment: A Practical Guide to Inclusive Leadership</i> by Patty Beach	Read Chapters 1 and 2.
Articl	<u>The New Volunteer Workforce</u> by David Eisner, Robert T. Grimm Jr., Shannon Maynard, and Susannah Washburn	

WEEK 6: Giving and Receiving Feedback

TYPE	TITLE AND AUTHOR	NOTES
Book	<i>Thanks for the Feedback: The Science and Art of Receiving Feedback Well</i> by Douglas Stone and Sheila Heen	Read the first 97 pages.
Audio	Defining Radical Candor – and How to Do It	Podcast is 28 minutes in length.
Article	Women Get “Nicer” Feedback — and It Holds Them Back by Lily Jampol, Aneeta Rattan, and Elizabeth Baily Wolf	

WEEK 7: Navigating Conflict

TYPE	TITLE AND AUTHOR	NOTES
Audio	How to Manage: Conflict	Podcast is 40 minutes in length.
Book	<i>Conflict Resolution Playbook: Practical Communication Skills for Preventing, Managing, and Resolving Conflict</i> by Jeremy Pollack	Read Part 3: Strategies to Resolve Conflicts Once they Start Pages 69-112 This book will be need to be purchased (<\$13) or rented from your local library.
Article	The Effect of Intersectionality in the Workplace by Alina Tugend	

WEEK 8: 1-on-1 Coaching Sessions

WEEKS 9+10: Final Presentations