

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

CLED 780

CHANGE, POWER, AND CONFLICT IN LEADERSHIP

COURSE DESCRIPTION

This course provides an analysis of dynamics surrounding the innovation and strategic change process. While innovation and change are essential to the progress of any organization, they often produce conflict situations. This course looks at how innovation brings valuable disruption to an organization. Students learn how to lead change effectively while leveraging the benefits of the disruption and conflict that innovative change created. Leaders learn to capture and capitalize on the opportunities of new technologies, creative methods, and strategic initiatives to move their church or organization forward. Additionally, this course explores the role of entrepreneurial leadership in the development of strategic initiatives within a faith-based organization and strategic partnerships outside of faith-based organization.

RATIONALE

Leaders must introduce change. In fact, if one cannot effectively lead change, it is unlikely leadership is actually taking place. But change, by its nature, can lead to power struggles and conflicts. This course looks at how change actually occurs in non-profit, faith-based organizations. It looks at the dynamics surrounding change and how leaders can leverage those dynamics to move an organization forward from conflict to collaboration. This course will foster a number of research-related topics which can develop into a potential dissertation.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Blackboard [recommended browsers](#)
- D. Microsoft Word
- E. APA Style Central

<http://ezproxy.liberty.edu/login?url=http://APAStyleCENTRAL.apa.org>

IV. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Integrate biblical principles of change, power, and conflict in the formulation of a cognitive model that explains the dynamics of change and conflict in faith-based organizations.
- B. Recognize the role of innovation and change leadership to both organization disruption and progress.
- C. Understand how change produces conflict and be able to identify empirical principles of conflict resolution in organizations.
- D. Identify empirical principles of change implementation, the role of strategic initiatives and partnerships, and need for entrepreneurial leadership.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations

- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (3)

Discussion boards are collaborative learning experiences. Therefore, the student is required to provide a thread in response to the provided prompt for each forum. Each thread must be at least 300 words and demonstrate course-related knowledge. In addition to the thread, the student is required to reply to 2 other classmates' threads. Each reply must be 150 words. (Outcomes: A, B, C, D)

- D. Management and Leadership Paper

The student will prepare a 1250–1750-word paper on the difference between leadership and management. Each paper must include 7 scholarly references and follow current APA style. (Outcome: D)

- E. Innovation, Disruption, and Change Paper

The student will prepare a 1250–1750-word paper on the relationship between innovation, disruption, and change. The paper must discuss diffusion of innovation, disruptive innovation, and the change process. The student must provide examples of innovation, disruptive innovation, and change processes. Each paper must include 7 references and follow current APA style. (Outcomes: B, D)

F. Case Study

The case study system is a proven method for the development of analytical and evaluative skills essential to effective leadership development. The student will write a 500–750-word Case Study to discuss a change or conflict situation in an organizational setting. The goal is to apply the principles found in the Van Yperen and the Bridges textbooks. The Case Study must include 2 scholarly references and adhere to current APA formatting. (Outcome: C)

G. Group Discussion Board - Case Study Discussion

The student will post his/her case study to the group discussion area for group discussion. The student will then reply to *each* member of his/her group in 150–200 words. The case study system is a proven method for the development of analytical and evaluative skills essential to effective leadership development. It is essential that all group members participate actively in the discussion, as each perspective is important. The student must base replies on the Van Yperen and Bridges textbooks. (Outcome: C)

H. Movie Analysis or Research Paper

The final assignment in this course allows the student to choose between 2 options. The first option is a Movie Analysis. The second option is a Research Paper focused on conflict and the Christian leader. (Outcome: A)

Option 1—Movie Analysis

The student will rent or purchase the film *October Sky*. After viewing the movie, the student will complete an analysis of the film. The analysis must focus on change, power, conflict, leadership, and influence issues in examples from the film. The film should be used to illustrate concepts learned in the course. The analysis must be 1250–1750 words. The analysis must also include 4 scholarly references, in addition to the course textbooks and the Bible, and follow current APA style.

Option 2—Research Paper

The student will write an academic Research Paper on the topic of the Christian leader and conflict. This paper will consist of an analysis and synthesis of research completed on the topic. The paper must also include a biblical and theological perspective related to conflict management and resolution. The paper must be a minimum of 1250–1750 words and follow current APA style. The paper must also include 4 scholarly references in addition to the course textbooks and the Bible.

VI. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (3 at 100 pts ea)	300
Management and Leadership Paper	150
Innovation, Disruption, and Change Paper	150
Case Study	100
Group Discussion Board - Case Study Discussion	100
Movie Analysis or Research Paper	200
Total	1010

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
 C+ = 820–839 C = 780–819 C- = 760–779 D+ = 740–759 D = 700–739
 D- = 680–699 F = 0–679

C. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Accommodation Support (ODAS) at LUODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

If you have a complaint related to disability discrimination or an accommodation that was not provided, you may contact ODAS or the Office of Equity and Compliance by phone at (434) 592-4999 or by email at equityandcompliance@liberty.edu. Click to see a full copy of Liberty’s [Discrimination, Harassment, and Sexual Misconduct Policy](#) or the [Student Disability Grievance Policy and Procedures](#).

COURSE SCHEDULE

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Textbooks: Bredfeldt, *Great Leader, Great Teacher* (2006).
 Bridges, *Managing Transition* (2016).
 Kotter, *Leading Change* (2012).
 Van Yperen, *Making Peace* (2002).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Kotter: chs. 1–2 3 presentations	Course Requirements Checklist Class Introductions DB Forum 1 Thread	10 0 50*
2	5 presentations 2 articles	DB Forum 1 Replies Management and Leadership Paper	50 150
3	2 articles 3 presentations	DB Forum 2 Thread	50*
4	Kotter: chs. 3–12 2 presentations	DB Forum 2 Replies Innovation, Disruption, and Change Paper	50 150
5	Van Yperen: entire text 3 presentations	Case Study Group DB - Case Study Submission	100 0
6	Bridges: entire text 3 presentations	Group DB - Case Study Discussion	100
7	Bredfeldt: chs. 1–6 4 presentations	DB Forum 3 Thread Movie Analysis or Research Paper	50* 200
8	Bredfeldt: remaining text 3 articles 2 presentations	DB Forum 3 Replies	50
TOTAL			1010

DB = Discussion Board

*Threads will be graded after the replies have been submitted.

NOTE: Module/Week 1-7 begin on Monday and end at 11:59 p.m. (ET) on Sunday.
 Modules/Weeks 8 begins on Monday and ends at 11:59 p.m. (ET) on Friday.