

# CARIBBEAN SCHOOL OF THEOLOGY

*Educating and training ministerial leadership*



## LDR422 Managing Conflict

### **Mission Statement**

CST is committed to connect, serve, and train for Pentecostal ministry, leadership, and missions throughout the world.

### **Professor**

### **Course Description**

This course is a study of the effective management of conflict, particularly in the church. Drawing from Scripture and contemporary Christian and leadership literature, it explores the dimensions of conflict and trains students in identifying sources of conflict, effective methods of communication, and approaches to conflict resolution. Students learn strategies for managing and reducing conflict while increasing their understanding of how churches, organizations, and leaders can grow during conflict.

### **Resources**

In addition to *Managing Conflict* by Ron Sommers as the Independent-Study Textbook for the course, the Holy Bible is required. Bible quotations in the Independent-Study Textbook are from the New International Version (NIV 1978 edition) unless otherwise noted. Most assignments require you to access the Global University Library Web site or other academic resources. Instructions for accessing the Internet and Library are provided in the Undergraduate Writing Assignment Guidelines (UWAG) in the Student Packet. If you are enrolled in this course for three credits, the third credit will be earned by completing a collateral reading assignment (CRA). This is based on the textbook *Building Conflict Competent Teams* by Craig E. Runde and Tim A. Flanagan. The instructions for completing the CRA are in the Student Packet.

### **Objectives**

The key concepts presented in the lesson are derived from the objectives. Study each objective carefully as you begin each lesson. First, identify the key concepts presented in the objective, and second, identify what each objective is asking you to do with the key concepts. For example, in the objective, Assess the positive and negative ways that colonialism affected the spread of Christianity, the key concept is colonialism affected Christianity. In this objective you are asked to assess positive and negative ways—or show the good and bad effects colonialism had on the spread of Christianity. Outline The outline gives a succinct picture of the lesson in a few words. It shows each main topic in relation to the content in subtopics. These offer helpful memory cues for acquiring and retaining the lesson content.

### **Course Procedures**

Classroom lectures, group discussion, audio-visual presentations, handouts, and case studies constitute some of the various methods that will be utilized in order to attain the course objectives.

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## **Introduction**

This course provides the Christian leader with an overview of conflict and conflict management in the church. The intention of the course is to inform and refocus the Christian leader's thinking concerning the principles, actions, and creativity needed to manage conflict. Increased knowledge, improved thinking, and new skills lead to more practical action.

Leaders should be convinced of the value in seeking additional training, resulting in healthier managing of conflict in the local church. Leaders will gain understanding and tools to manage personal conflict and build stronger relationships in small groups, ministry teams, or leadership groups. The leader will also be able to use insights learned from this course to train other leaders in managing conflict within their teams, thus facilitating the development of relationships in the church.

The course is based on a scriptural foundation and draws from contemporary Christian and leadership literature and personal experience. Unit 1 explores the meaning of conflict and how it impacts the church's mission. Unit 2 examines the sources of conflict and the way people respond to it. Unit 3 provides scriptural teaching and insight for managing conflict. Unit 4 addresses the leader's role in handling conflict.

It is our prayer that each student will experience the joy and profit of reducing and managing conflict through studying this course. The church's mission of reaching the lost is of such importance that Christians need to be focused, unified teams that model the reconciliation they seek to bring to others. Without constructive conflict management, the mission will be deeply thwarted, with many forever missing the joy of knowing God.