

## Fundamentals of Transitional Leadership (FTL) – Level & Module Descriptions

There are FTL courses for every practitioner, no matter their previous background in transitional leadership.

More information about FTL courses is available at:

<https://imnedu.org/fundamentals-of-transitional-leadership/>

### FTL Essentials – Level 1

This Module 1-3 series of trainings (12 hours each) provides a good foundation for transitional leadership. It is recommended for anyone who hasn't taken transitional leadership training previously or if it's been more than 5 years since you had training.

- Modules 1-3 must be taken in sequence to complete Level 1.
- Each module consists of 4 sessions, 3-hours each, spread out over 2- or 4-week periods.
- This 3-module series will be offered several times throughout the year.
- **Note: Attendance at an FTL Orientation Session is required before registering for Module 1.**

Orientation Session sign up may be found at:

<https://imnedu.org/fundamentals-of-transitional-leadership/ftl-registration/>

### Level 1 Modules:

#### ***Module 1: Thresholds – An Invitation to Transitional Leadership***

An introduction to transitional leadership, including key principles, theories, posture, and professional standards. Participants will learn about the Focus Points and Process Tasks that, together, form a framework for change management process. General Systems, Family Systems, and change theories, along with adaptive leadership principles and an awareness of neuroscience, will provide lenses for making sense of the organization in the midst of change. Participants will be introduced to transitional leader best practices, skills, qualities, and styles, while drawing on their lived experience to inform their development in practice and posture.

#### ***Module 2: The Art & Science of Transitional Leadership***

A follow-up to Module 1 focusing on the use of analytical tools and techniques that explore power dynamics, organizational identity and culture, the community context, as well as the broader work of setting the stage for leading change such as cultivating a climate of change and identifying adaptive work.

### ***Module 3: Leading the Organization During Transitions***

Building on Modules 1 & 2, this module highlights how we work with others in the management of transitions, including organizational discernment, organizing and mobilizing for managing change, as well as deeper exploration of how factors such as norms, lifeways, contextual shifts, and trauma impact transitions.

### **FTL Core – Levels 1 & 2**

Adding Modules 4 & 5 (15 hours each) to Level 1 modules provides an excellent foundation for transitional leadership and will give you full confidence in your ability to serve in a transitional leader role. Note: The FTL Core is equivalent to the former FTML/FTMC course of study and the preparation for intentional interim ministry required by some denominations. These modules are also good choices for those previously trained in transitional leadership who are looking for a refresher or general continuing education.

- Modules 4 & 5 can be taken in any order, with or without taking the Module 1-3 Essentials sequence.
- Each Level 2 module consists of 5-6 sessions, 2-3-hours each, over 3-6-week periods.
- These modules will be offered 2-3 times per year.

### **Level 2 Modules:**

#### ***Module 4: Emotional Intelligence (EQ) & Group Dynamics***

This module deepens a focus on the leader as a person in relation to others by weaving together group dynamics concepts and techniques and the emotional intelligence (EQ) aspects that undergird them. It uses the Emotional and Social Competency Inventory (ESCI) and 1-on-1 EQ coaching to help leaders deepen their practice and understanding of self – both of which are required unless the participant has already had these in Module 1.

#### ***Module 5: Conflict Transformation***

A module designed to help transitional leaders grow in their ability to address and learn from conflict in their communities, as well as to guide their systems toward healthy engagement.

### **FTL Advanced Training – Level 3**

Modules at this level (15 hours each) are for experienced transitional leaders who want to deepen their practice or develop a specialty.

- Each Level 3 module consists of 5-6 sessions, 3 hours each, over 3- to 6-week periods.
- These modules will be offered 2-3 times per year.
- Note: Modules at this level require pre-approval by the IMN Dean of Faculty.
- Only one Level 3 course will be offered in 2025.

**Level 3 Module:*****Module 6: New Beginnings & Faithful Endings***

This module focuses on the special transitional leadership required to help a congregation consider shared ministry, amalgamation (e.g., merger, union), or the possibility of disbanding and legacy.