

## Fundamentals of Transitional Leadership (FTL) –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

FTL Essentials is comprised of Modules 1-3; this series of trainings (12 hours each) provides a solid 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 IMN transitional leadership training.
- Each module consists of 4 sessions, 3 hours each, spread out over 2- or 4-week periods.
- This 3-module series is offered several times throughout the year, and both the series and each module are available for group contract trainings.
- **Note:** Viewing the FTL Orientation Videos found on the IMN website is required before registering for Module 1. Orientation Introduction Videos may be found at: <https://imnedu.org/fundamentals-of-transitional-leadership/ftl-introduction-videos/>

### The Essentials

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

An introduction to transitional leadership, including key principles, theories, postures, and professional standards.

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

Expanding on the learning in Module 1, the second module focuses 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.

### **Advanced FTL Continuing Education**

The Advanced Continuing Education modules (15 hours each) are for transitional leaders who want to deepen their practice or develop a specialty, expanding their ability to serve in a transitional leader role.

Each Advanced Continuing Education 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, and are available for group contract trainings:

❖ ***Emotional Intelligence & 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.

❖ ***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.

❖ ***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.