Leadership (Ph.D.)

Executive Director, Jody Hirschy

The Ph.D. in Leadership marks Taylor University's return to offering doctoral degrees. Those with a calling to be servant-leaders can expect to be challenged by award winning faculty and rigorous coursework to become values-based leaders who implement powerful leadership strategies for their chosen fields.

Leadership is about creating an aspirational vision and motivating individuals and teams to work effectively and intentionally. This program offers students the opportunity to develop their own leadership strategies and expertise along with the research and analysis skills necessary to present and defend a powerful dissertation. Graduates will advance their careers in order to lead as a beacon of Christ while meeting the next generation of challenges and opportunities.

Leadership (Ph.D.)

The Doctor of Philosophy degree in Leadership requires 50 hours including requirements for an Organizational Leadership or Educational Leadership track. Most courses are fully online with one-week summer residencies which include networking opportunities.

Core Requirements

LDR 701	3	The Call to Lead
LDR 702	3	Intercultural Leadership and Cultural Competencies
LDR 707	3	Biblical Foundations of Leadership
LDR 708	3	Managing People, Leading Change: Organization, Culture, and Strategy

Research Requirements

LDR 703	3	The Research Design and Dissertation Process
LDR 704	3	Quantitative Data Analysis for Leadership Research I
LDR 705	3	Qualitative Data Analysis for Leadership Research
LDR 706	3	Quantitative Data Analysis for Leadership Research II
LDR 801	3	Dissertation Writing Stage I: Dissertation Proposal
LDR 802	3	Dissertation Writing Stage II
LDR 803	3	Dissertation Writing Stage III
LDR 804	2	Dissertation Defense and Final Submission

Select one track in Organizational Leadership or Educational Leadership:

Organizational Leadership Requirements

LDR 710	3	Leadership Communication
LDR 711	3	Values-Based Leadership and Decision-Making
LDR 712	3	Leading People in a Technological Age
LDR 713	3	Leading, Creativity, Innovation, and Entrepreneurship
LDR 714	3	Servant Leadership in Organizations

Educational Leadership Requirements

LDR 720	3	Leading Change in Educational Institutions
LDR 721	3	Foundations of Personal Leadership Development
LDR 722	3	Resource Development in Education
LDR 723	3	Contemporary Issues in Educational Leadership
LDR 724	3	School Governance and the Law in Educational Leadership

Leadership Courses

LDR 701   The Call to Lead   3 hours
This course explores the individual's call to lead, the processes of leadership development, and how, through personal hinge moments, organizational change, and societal transformation, a sense of vocation can be strengthened and honed.

LDR 702   Intercultural Leadership and Cultural Competencies 3 hours
In this course, students will critically examine the intercultural competencies necessary to lead people across cultures for effective group dynamics, innovative ideas, and increased productivity. Students will explore intercultural frameworks to assess how to approach a leadership assignment in a culture that is not their own. Students will draw on various models of intercultural leadership to analyze their experiences and develop a personal development plan to acquire the competencies necessary to lead effectively in different cultures. *Crosslisted with LDR 602.*

LDR 703   The Research Design and Dissertation Process   3 hours
A complete doctoral education requires students to demonstrate their ability to conduct and write scholarly research. This course introduces students to the processes of planning, researching, writing, and successfully defending a doctoral dissertation. Students learn the requirements of each of the five dissertation chapters and discuss their preliminary research ideas. Students will begin to explore qualitative, quantitative and mixed methodologies and designs relevant to their broad research topics.

LDR 704   Quantitative Data Analysis for Leadership Research I 3 hours
This course introduces students to the strengths and limitations of quantitative research methods and designs. An emphasis is placed on pattern recognition and quantitative descriptive statistics. Students will learn how to conduct and analyze means comparisons, along with analysis of variance, and also correlational research. Students use statistical software packages to analyze and will be equipped to draw conclusions from numerical data.

LDR 705   Qualitative Data Analysis for Leadership Research   3 hours
This course introduces doctoral students to the strengths and limitations of qualitative research methods and design, including grounded theory, ethnography, phenomenology, narrative, and case study. Students will learn how research problems are identified, qualitative research methodology is designed, and how qualitative data is collected and analyzed so that findings can be credibly disseminated.

LDR 706   Quantitative Data Analysis for Leadership Research II   3 hours
Building on the foundational principles of Quantitative Data Analysis for Leadership Research I, this advanced quantitative analysis course will continue to utilize pattern recognition and descriptive analysis as the foundation for statistical analysis and thought. Students will learn how to conduct regression, quasi and true experiments, predictive analysis, and meta-analyses, along with emerging statistical analyses that are relevant to the field of leadership. Students use statistical software packages to analyze and will be equipped to draw conclusions from numerical data.

LDR 707   Biblical Foundations of Leadership   3 hours
In this course, students will critically evaluate modern leadership theory in light of the leadership principles, patterns, and personalities in the Hebrew Bible and Christian scriptures. Students will examine how leadership informed by faith, rooted in the divine mandate for stewardship, and inspired by value for all humanity as bearers of the image of God engenders posture, purpose, and propriety. *Crosslisted with LDR 607.*

LDR 708   Managing People, Leading Change:
**   Organization, Culture, and Strategy   3 hours**
In this course, students will use published research and case studies to critically examine the impact of leadership, followers, and context in effective change leadership. Students will use case studies to analyze why change initiatives are sometimes transformational, often run off course, and frequently fail.

LDR 710   Leadership Communication   3 hours
This course explores strategies for effective communication in a digital age. Students will consider how gender and culture impact communication networks and explore effective leadership communication during times of crisis. Students will use research evidence to examine their written, oral, and nonverbal communication styles and practices.

LDR 711   Values-Based Leadership and Decision-Making   3 hours
In this course, students will use research evidence to explore how personal values are formed and reformed. The Wesleyan Quadrilateral will be used to investigate how faith impacts professional, personal, and social decision-making. Research evidence from various management disciplines will be critically examined to explore how virtuous decision-making can positively impact organizational metrics.

LDR 712   Leading People in a Technological Age   3 hours
This course explores the intersection of human capital and technology for leaders across environments. An examination of specific topics, including the modern role of human resource management, virtual teams and collaboration, innovation, and application of current technologies, will be discussed. Special consideration is given to the current challenges facing leaders related to the relationship of technology within organizational design, structure, talent, and performance.

LDR 713   Leading, Creativity, Innovation, and Entrepreneurship 3 hours
This course investigates the dynamic interplay between creativity, innovation, and entrepreneurial leadership in driving successful business ventures. Students will gain a deep understanding of the theoretical and practical aspects of creativity, innovation, and entrepreneurship and how they interact to generate and sustain innovation-based growth. The class will explore various topics, including the different types of innovation and their potential impact on organizational growth, the role of leadership in fostering a culture of innovation, and the entrepreneurial mindset necessary for successful business ventures. Additionally, students will examine the importance of creativity in the entrepreneurial process, learning how creative thinking can lead to new opportunities and solutions. Through readings, case studies, and hands-on exercises, students will understand how to develop, implement, and sustain successful entrepreneurial ventures.

LDR 714   Servant Leadership in Organizations   3 hours
This course explores the theoretical underpinnings and practical application of servant leadership in modern day organizations. Various models, theories, and characteristics of servant leadership will be examined. Students will develop a deep understanding of servant leadership and its implications for organizational behavior, culture, and performance. Students will also examine the Biblical foundations of servant leadership, conduct independent research, and develop their own leadership skills.

LDR 720   Leading Change in Educational Institutions   3 hours
In this course, students will utilize published research and case studies to critically examine the impact of leadership, followership, and context in effective change leadership in educational institutions. Students will use case studies to analyze why change initiatives are sometimes transformational, often run off course, and frequently fail.

LDR 721   Foundations of Personal Leadership Development   3 hours
In this course, students examine the history of leadership development, the history of leadership in educational institutions, and current leadership models as applied to the educational context and as combined with an inquiry into self-awareness and personal development. Students use research literature and analysis of current educational contexts to further develop their personal leadership philosophy.

LDR 722   Resource Development in Education   3 hours
In this course, students will explore research literature and examine the practical application of how educational institutions develop and steward resources. In particular, students will focus on allocating resources, enrollment strategies, fundraising initiatives, revenue generation, and strategic budgeting.

LDR 723   Contemporary Issues in Educational Leadership   3 hours
In this course, students will engage with the relevant, contemporary issues that are essential for leaders to critically examine in educational institutions. Utilizing a theological framework, students will develop and extend their knowledge of current issues and trends in education. Students will critically engage with philosophical ideologies and a pragmatic understanding of leadership that includes but is not limited to, ethics, gender, race, ethnicity, risk, and safety.

LDR 724   School Governance and the Law in Educational Leadership 3 hours
In this course, students will critically examine organization, governance, culture, and the law in educational institutions. The course will explore school principal/university president leadership team dynamics, organizational models, governing board relations, organizational culture theory, and the legal framework in which educational institutions must flourish.

LDR 801   Dissertation Writing Stage I: Dissertation Proposal   3 hours
In this advisor-assisted course and seminar, students will clarify the primary focus of their research, identify supporting research literature, and design a research methodology to investigate their research question. Students submit a 25+ page research paper to demonstrate their comprehensive knowledge of leadership research. Once approved, students will defend their dissertation proposals before faculty and doctoral candidates. The Dissertation Proposal will form the foundation of Chapter One of their final dissertation. *Prerequisites: LDR 703, LDR 704, LDR 705, and LDR 706.*

LDR 802   Dissertation Writing Stage II   3 hours
In this course, students work with their advisors to draft their literature reviews (Chapter Two) and discussions of research methodology (Chapter 3). Students can begin their research once their research methodologies have been approved. *Prerequisite: LDR 801.*

LDR 803   Dissertation Writing Stage III   3 hours
In this course, students work with their advisors to draft their research findings (Chapter Four) and their discussions and conclusions of these findings and their implications (Chapter Five). *Prerequisite: LDR 802.*

LDR 804   Dissertation Defense and Final Submission   2 hours
The culmination of the Ph.D. program is the submission and defense of the research dissertation. Once the advisor approves the dissertation, students will defend their research in a formal Ph.D. viva before their dissertation committee. The committee may pass the dissertation as submitted or require minor corrections or substantial revisions before resubmission. The advisor must approve the corrected dissertation before final submission and binding. *Prerequisite: LDR 803.*