

2011

Conflict Management Styles of Pastors and Organizational Servant Leadership: A Descriptive Study [Dissertation Notice]

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Recommended Citation

Chu, Raymond Iao-Man (2011) "Conflict Management Styles of Pastors and Organizational Servant Leadership: A Descriptive Study [Dissertation Notice]," *Journal of Applied Christian Leadership*: Vol. 5: No. 2, 117-117.
Available at: <https://digitalcommons.andrews.edu/jacl/vol5/iss2/16>

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Chu, Raymond Iao-Man (2011). *Conflict management styles of pastors and organizational servant leadership: A descriptive study.* Ph.D., The Southern Baptist Theological Seminary.

The purpose of this descriptive correlational study was to examine the relationship between the conflict management styles among senior pastors and the organizational servant leadership tendencies in their churches. This study should help senior pastors to understand how their conflict management styles and servant leadership behaviors may relate to the organizational servant leadership tendencies in their churches so that they may improve the congregational health and effectiveness of their churches. This research presented theological foundations of servant leadership by extracting biblical principles from two Old Testament and six New Testament passages: 1 Samuel 15:22, Micah 6:8, Matthew 5:1-12, 20:20-28, Mark 9:33-37, John 12:20-26, 13:1-35, and Philippians 2:1-11. It was followed by a detailed discussion on the theoretical foundation of servant leadership and the Organizational Leadership Assessment (OLA) instrument (Laub, 1999) for measuring organizational servant leadership tendency. A theological foundation of conflict management and a discussion on the Rahim Organizational Conflict Instrument II (ROCI-II) (Rahim, 2001) for measuring the level of the five interpersonal conflict management styles (integrating, obliging, dominating, avoiding, and compromising) were also provided. The findings implied that as pastors embrace the integrating style and refrain from the avoiding style when handling interpersonal conflict in pastoral ministry, they model Jesus' character directly to the parties involved and

indirectly to their congregations. This is discipleship at its core, and it has a positive influence on the servant orientation of their congregations.

England, Tamara D. (2011). *The evolving self: A model of transformative leadership training utilizing the concept of mentoring for the ministry context.* D.Min., United Theological Seminary.

The focus of this research project was to design and implement an intergenerational mentoring program to train potential leaders for future church leadership. The researcher held a series of training sessions designed to prepare the participants for a three-month mentoring relationship in which elder leaders who had been successful as leaders would mentor potential leaders to ensure their future success. It was determined that when this occurred, the mentored leaders were better prepared and more confident to serve in a role of leadership, they became more involved in the life of the church, and they desired to mentor other leaders.

Jones, Bruce A. (2011). *Reclaiming the biblical role of elders: Equipping the saints to lead the local congregation.* D.Min., University of Dubuque Theological Seminary.

This project focused on developing a biblically based elder-training curriculum for First Presbyterian Church in Janesville, Wisconsin. Four biblical themes of leadership informed both a retreat for elders and a preaching series for the congregation. The session spent an overnight retreat incorporating worship, instruction, and fellowship to strengthen their understanding of Christian leadership. Following the