Transforming People Problems

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Professor

Dr. Brenda Davis

Assignment #1 – Core Essential Elements

1. Select One (1) Core Essential Element from the Syllabus Outline:
* Course Essential Elements
	+ Leadership Styles
	+ Interdisciplinary Perspectives on Human Behavior
	+ **Motivating Change**
	+ Communication & Conflict Resolution
1. Create a 350-word original discussion paper (with cited sources) during the week of the residency. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

The Essential Element I chose for this course is Motivating Change. In preparation of my doctoral project, motivating change is a significant component in developing a new training program for BAM’ers and mission organizations.

My project requires a change in training with the addition of both a vocational, as well as a spiritual gifts assessment. For mission sending organizations, this concept is new and may require them to assign people differently. For the missionary, they may not be thinking about how their vocation or spiritual gifts are relevant to the mission. Lastly, the company/entity receiving the missionary may not have considered the importance of knowing the vocation and spiritual gifts of the person coming to serve with them.

As the leader developing this training program, it is my responsibility to write the curriculum and present it in such a way that motivates change. Each party mentioned will be introduced to the idea of why a missionary’s vocational and spiritual gifts are important to know. The hope is that the explanation motivates each party as a result of having that deeper knowledge. The goals are that they implement what they learn and that it improves the outcomes. The premise is that people matched to an assignment will improve team relations by more effectively utilizing individuals during their missionary assignment. Ultimately, I believe this can 1) increase the number of repeat assignments, 2) reduce the number of terminated assignments, 3) increase the number of people serving on mission trips, and 4) create more impactful results and bigger goals for future trips.

Prior experience developing environmental education programs based on psychology principles significantly improved the success of my outreach. As such, I believe this work can incorporate a similar approach in addition to developing a well thought out program. Adding concepts learned in this class will balance the secular teachings at UCLA with OGS’ biblical teachings. For example, balancing humility with fact, drawing from Bertotti (2017). Hearing Boa’s (n.d.) work impressed upon me the need to integrate 2 Timothy 3:16-17 into my work sharing the 4 things scripture is useful for 1) teaching, 2) rebuking, 3) correcting, and 4) training in righteousness.

This is going to be an amazing semester as God continues to refine my work and prepares me to launch the training program at the end of this year (hopefully).

WORKS CITED

Bertotti, C. (2017, July 30). *Three tips for encouraging dialogue in a crucial conversation* [Video file]. [YouTube](https://www.youtube.com/watch?v=bYaWg-gGZA4).

Boa, K. (n.d.). *Communication skills* [[Audio file](https://bible.org/seriespage/18-communication%20-skills)].