

The English version merely serves as a guideline. Legally binding are the German texts published in the Announcements of the University of Bielefeld – Official Bulletin. The German versions shall in any event prevail.

Module descriptions for the continuing education master course in Diaconic Management

Orientation International Diaconic Management (IMADM)

Continuing education programme [Examination regulations from 15/12/2021]

Department of Theology
Version from 15.12.2021

*Formally responsible and in charge is the Dean of the Faculty of
History, Philosophy and Theology*

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Module 36-IDM-M1 Multi-rational management in diaconia and the social economy

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the winter semester

Credit points and duration

8 credit points, duration one semester

Expertise

The module lays the foundations for the perception of diaconia as a productive social system, as a hybrid organisation and as a sector in which multi-rational, i.e. theological, economic and other professional perspectives meet and interdisciplinary management and cooperation are necessary.

Perceiving and understanding:

- Understanding management on the basis of diaconic business and organisational theories
- Understanding diaconia and the social economy as hybrid organisations characterised by multi-rationality
- Understand the relevant theological and economic paradigms in their understanding of rationality and science

Conceptual expertise:

- Develop an awareness of the contradictory demands on the organisation, learn about the deep structures of mediation between professional perspectives

Content of teaching

- Introduction to the St. Gallen Management Model
- Multi-rational management concept
- Theory of hybrid organisation
- Theological perception of reality and economic perception of reality

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Multirational management in diaconia and the social economy <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ <i>Fundamentals of business administration</i> ○ <i>Introduction to the St. Gallen Management Model</i> ○ <i>Multi-rational management concept</i> ○ <i>Attitudes in management</i> ○ <i>Theological perception of reality</i> ○ <i>Economic perception of reality</i> ○ <i>The basis of economics</i> <i>with different teaching staff and teaching formats (short lectures, teaching discussions, group work partly with presentations, preparatory reading). The programme will be announced separately.</i>	Seminar	generally only in the winter semester	240h (60 + 180)	8 CP [SL]

Academic achievements

The event	Workload	CP ²
Multirational Management in Diaconia and Social Economy (Seminar) <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> - <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> - <i>proof of sufficient participation of 80 % in the respective events / dates and</i> - <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>A seminar paper is a written thesis of 10-12 pages (2,400 characters per page)</i> <i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Seminar paper	1	-	-
Cross-event <i>A written examination is a written individual examination lasting 120 minutes. The examination is generally taken and assessed by two authorised examiners. The persons will be announced separately.</i>	Exam	1	-	-

Recommended start²

1st subject related semester

Binding³

Compulsory



Module 36-IDM-M10 Economics in Context

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

after announcement in the winter or summer semester

Credit points and duration

6 credit points, duration four semesters

Expertise

The modules introduces economic contexts and provides basic knowledge about regional forms of economy. The socio-economic contexts are presented and compared.

Perceiving and understanding:

- ☐ Familiarisation with regional concepts, current economic issues and the respective challenges of diaconic management
- ☐ Understanding regional macroeconomic relationships
- ☐ Relativising the respective economic concepts in comparison with each other
- ☐ Getting to know and categorising the regional forms of diaconia

Content of teaching

- ☐ Fundamentals of economics, socio-economic contexts in Germany
- ☐ Socio-economic contexts and current challenges in Africa (South Africa, Tanzania)
- ☐ Socio-economic contexts and current challenges in Southeast Asia (Philippines)

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements

events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Economy in context <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ <i>Economic policy and macroeconomics</i> ○ <i>European welfare system</i> ○ <i>Socio-economic context of Sub-Saharan Africa (focus on South Africa)</i> ○ <i>Socio-economic contexts in Southeast Asia, challenges posed by globalisation</i> ○ <i>Socio-economic contexts of Sub-Saharan Africa (focus on Tanzania)</i> ○ <i>field research to familiarise yourself with and classify the regional forms of diaconia</i> <i>with different teaching staff and teaching formats (short lectures, teaching discussions, group work partly with presentations, preparatory reading). The programme will be announced separately.</i>	Seminar	after announcement in the winter or summer semester	180h (50+ 130)	6 CP [SL]

Academic achievements

The event	Workload	CP ²
Economics in Context (Seminar) <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
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Cross-event	Portfolio	ungraded	-	-
<i>A portfolio is a collection of documents that document the course-related processing of tasks.</i>				
<i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>				

Recommended start²

1st subject related semester

Binding³

Compulsory

Module 36-IDM-M12 Scientific work

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

after announcement in the winter or summer semester

Credit points and duration

6 credit points, duration one semester

Expertise

Students are able to work independently in diaconic science. They have the ability to develop specialised scientific knowledge and subject-specific scientific methodological skills. They are able to deal with a diaconic science issue in written and oral form in a scientifically correct manner.

Perceiving and understanding:

- ☐ Being able to access different possibilities for specialised research
- ☐ Be able to systematically develop technical arguments and their interrelationships
- ☐ Be able to reflect on the influence of cultural influences on scientific work
- ☐ Recognise ethical issues in the field of scientific research and be able to deal with them scientifically

Action competence:

- ☐ Be able to master the rules of scientific writing
- ☐ Develop a scientific question, work on it methodically and argumentatively from a scientific point of view and present it both orally and in writing
- ☐ Get to know the use of Citatvi as a tool for academic writing

Content of teaching

- ☐ Introduction to specialised research
- ☐ Introduction to scientific argumentation with presentation techniques
- ☐ Writing academic papers that meet content and formal standards and are structured and applied consistently
- ☐ Introduction to the methods of qualitative and quantitative social research and their application in Master's theses

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements Events

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Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Scientific work <i>The course is divided into the following units: Introduction to</i> <ul style="list-style-type: none"> ○ specialised research ○ Introduction to scientific argumentation with presentation techniques ○ Writing academic papers that meet content and formal standards and are structured and applied consistently ○ Introduction to the methods of qualitative and quantitative social research and their application in Master's theses <i>with different teaching staff and teaching formats (literature research in libraries and on the Internet, creation of sample examples for correct citation and a bibliography, practice in the use of Citavi, creation of argumentation chains). The programme will be announced separately.</i>	Seminar	unknown	180h (50+ 130)	6 CP [SL]

Academic achievements

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The event	Workload	CP ²
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<p>Scientific work (seminar)</p> <p><i>Study achievements in the continuing education master course in Diaconic Management serve to</i></p> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above
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Further information

No examination is planned. The competences are proven indirectly when writing the seminar papers and the Master's thesis

Recommended start²

1st subject related semester

Binding³

Compulsory

Module 36-IDM-M13 Intercultural Learning and Diaconic Management

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

after announcement in the winter or summer semester

Credit points and duration

8 credit points, duration four semesters

Expertise

Perceiving and understanding:

- ☐ Understanding deep cultural structures as prerequisites for knowledge transfer
- ☐ Perceive embedding in organisational, corporate and social contexts

Formation of judgement:

- ☐ Being able to categorise and incorporate values and value conflicts as part of the culture

Conceptual expertise:

- ☐ Be able to provide feedback or link with theological lines of argumentation and religiosity ("familiarise with the milieu")
- ☐ Develop conceptual and cybernetic competence, i.e. be able to analyse and understand an external system, draw independent conclusions for corporate management, be able to behave in a controlling manner

Action competence:

- ☐ can independently draw conclusions from the system analysis for corporate management and act in a controlling manner.

Content of teaching

Communicating the different national, socio-cultural contexts of the participating universities

Communicating the different cultural contexts of diaconia.

- ☐ In-depth reflection on theological, religious and spiritual contexts
- ☐ Deepening reflection on the cultural traditions of the students' contexts
- ☐ In-depth reflection on the respective socio-cultural contexts of diaconia in the students' home countries

- Reflection on the theory of practice transfer in the regional context after returning to the appointment
- Consolidation of theory and practice between the study phases

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements Events

Title	Kin d	Cycle	Workload (contact time+ Self-study)	CP ²
Intercultural learning and diaconic management <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ <i>Intercultural communication</i> ○ <i>Experience of knowledge transfer</i> ○ <i>Presentation of material collection from the home countries</i> ○ <i>Reflection on intercultural experiences and content of teaching</i> <i>with different teaching staff and teaching formats (own reading, examination of basic questions of intercultural communication, discussions in intercultural working groups during the attendance phases). The programme will be announced separately.</i>		after announcement in the winter or summer semester	180h (50+ 130)	6 CP [SL]

Academic achievements

The event	Workload	CP ²
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Intercultural learning and diaconic management <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above
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Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>A portfolio is a collection of documents that documents the course-related processing of tasks, here: in preparation for the oral examination: Portfolio of presentations ("homework" for the systematic compilation of experiences). The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Portfolio	ungraded	-	-
Cross-event <i>An oral examination is an individual oral examination lasting up to 30 minutes. The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Oral examination	1	-	-

Recommended start²

1st subject related semester

Binding³

Compulsory

Module 36-IDM-M14 Diaconic Management in Context (Field Research)

Faculty

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Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

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No module coordinators have been appointed yet

Cycle (start)

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after announcement in the winter or summer semester

Credit points and duration

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12 credit points, duration four semesters

Expertise

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Be able to recognise and shape the cultural, socio-economic and socio-political dimensions of diaconic action

Be able to transfer the content of teaching into leadership behaviour under different cultural and socio-economic conditions

Get to know and compare specific regional forms and challenges of diaconia Perceiving and understanding:

- ☐ With the support of the nSGMM, the cultural and socio-economic conditions and cultural differences of
Be able to perceive diaconia in a structured and reflective way
- ☐ Be able to recognise possible applications of the content of teaching for diaconic practice in different contexts
- ☐ Be able to reflect on their own professional practice in a structured way and relate it to the content of teaching

Conceptual expertise:

- ☐ Acquire culturally sensitive leadership skills in the diaconic field of work
- ☐ Further develop their own conceptual competence by transferring best practice examples into their own professional practice

Action competence:

- ☐ To be able to reflect on one's own leadership behaviour in a structured way and thus develop more leadership skills.

Content of teaching

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- ☐ 'Diakonie' in Germany: Entrepreneurial diaconia under the conditions of the welfare state
 - ☐ Diaconia in South Africa as an advocate for reconciliation between ethnic groups and for equal participation in society

□ Diaconia in the Philippines: the special challenges of diaconic work as charity work and without state support

□ Community diaconia in Tanzania as an example of diaconic work in a rural area in East Africa

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements Events

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Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Diaconic management in context (field research) <i>The event is divided into the following units: Four times five days of eight teaching units of field research with subsequent follow-up, two evaluation days for the entire module with own preparation Economic policy and macroeconomics with different teaching staff and Teaching formats (excursions with visits to various diaconic and church organisations, Expert interviews, evaluation interviews, processing of the questionnaire, which is based on the nSGMM). The Programme will be announced separately.</i>	Theory-in-practice course	after announcement in the winter or summer semester	360h (120 + 240)	12 CP [SL]

Academic achievements

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The event	Workload	CP ²
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Diaconic management in context (field research) (theory-in-practice course) <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none">○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i>○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i>○ <i>preparation for the module examination in the form of corresponding exercises.</i>	see above	see above
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Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>A portfolio is a collection of documents that documents the course-related processing of tasks, here:</i> <i>Portfolio with the completed evaluation forms and structured reports and reflections.</i> <i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Portfolio	ungraded	-	-

Recommended start²

1st subject related semester

Binding³

Compulsory

Module 36-IDM-M2 Diaconia as a sector: emergence, structures, profiles

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the winter semester

Credit points and duration

6 credit points, duration one semester

Expertise

In the modules, the history of modern diaconia is examined in depth in order to understand its development in the context of historical forms of church and society in larger contexts and to provide guidance on how to deal appropriately with the history of one's own organisation.

Perceiving and understanding:

- ☐ perceive diaconic institutions as organisations against the background of modern diaconic history in the modern age
- ☐ develop a historical understanding of the changing historical and social contexts of diaconic work.
- ☐ Understanding that the redefinition of the relationship between diaconia and the established church is an unavoidable consequence of social differentiation and generates new accentuations of the relationship between spirituality and diaconic commitment in an intercultural context.

Content of teaching

- ☐ Basic lines of the history of modern social welfare in Germany and the reconstruction of the welfare state after the Second World War
- ☐ and the expansion of the welfare sector in the context of social legislation and the development of the welfare state 1961/68 ff.
- ☐ Embedding in the context of ecumenical diaconia

Recommended prior knowledge

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Necessary requirements

Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Diaconia as a sector: emergence, structures, profiles <i>The course is divided into the following units:</i> <ul style="list-style-type: none"> ○ <i>Diaconic history at a glance,</i> ○ <i>Diaconia in the German and European welfare system</i> ○ <i>Forms of diaconic organisations</i> ○ <i>Ecumenical perspectives on the relationship between diaconia and church and social diaconia</i> ○ <i>Globalisation and HIV/AIDS</i> ○ <i>Church, diaconia and the state</i> ○ <i>Reflection on diaconia as a sector</i> <i>with different teaching staff and teaching formats (lecture with discussion, reading and discussion of key texts, small group work, excursions to monuments of diaconic history). The programme will be announced separately.</i>		generally only in the winter semester	180h (50+ 130)	6 CP [SL]

Academic achievements

The event	Workload	CP ²
Diaconia as a sector: emergence, structures, profiles <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>An oral examination is an individual oral examination lasting up to 30 minutes. The examination is generally conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	oral examination	ungraded	-	-

Recommended start²

1st subject related semester

Binding³

Compulsory

Module 36-IDM-M9 Theology in Context

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

after announcement in the winter or summer semester

Credit points and duration

6 credit points, duration four semesters

Expertise

The module introduces theological approaches and contexts and provides basic knowledge of regional forms of theology. The theological contexts are presented and compared with each other.

Perceiving and understanding:

- ☐ Familiarisation with regional concepts, current theological issues and the respective challenges of diaconic management
- ☐ Relativising the respective theological approaches and concepts in comparison with each other
- ☐ Getting to know and categorising the regional forms of diaconia resulting from theology

Content of teaching

- ☐ Theology and diaconia in the German context
- ☐ African theologies ("Black theology")
- ☐ Asian theologies ("Theology of Struggle")

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements

events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Theology in context <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ <i>Fundamentals of intercultural theology</i> ○ <i>History of modern diaconia</i> ○ <i>African and intercultural theology</i> ○ <i>Theology and development</i> ○ <i>Fundamentals of the "Theology of Struggle"</i> ○ <i>African theology and ecclesiology</i> ○ <i>Field research to familiarise yourself with and classify the regional forms of diaconia</i> <i>with different teaching staff and teaching formats (short lectures, teaching discussions, group work partly with presentations, preparatory reading). The programme will be announced separately.</i>		after announcement in the winter or summer semester	180h (50+ 130)	6 CP [SL]

Academic achievements

The event	Workload	CP ²
Theology in context <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
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<p>Cross-event</p> <p><i>A seminar paper is a written thesis of 10-12 pages (2,400 characters per page)</i></p> <p><i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i></p>	<p>Seminar paper</p>	<p>1</p>	<p>-</p>	<p>-</p>
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Recommended start²

1. Subject related semester

Binding³

Compulsory

Module 36-IDM-M3 Value-orientated management and diaconic ethics

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the summer semester

Credit points and duration

8 credit points, duration one semester

Expertise

The module introduces students to value-oriented management. They familiarise themselves with concepts of business and regulatory ethics in order to make ethically sound decisions.

Perceiving and understanding:

- Categorise and differentiate value-oriented management within the framework; be aware of basic business and regulatory ethics; be familiar with various ethical models of thought

Conceptual expertise:

- Recognising the cultural contexts of theories and theory formation
- Reflect on current ethical discourses and develop them further

Action competence:

- Recognising and implementing ethical decisions as a management task in diaconia.

Content of teaching

- Introduction to value-orientated management
- Concepts of business and regulatory ethics
- Different ethical models of thought
- Paths to ethical decision-making
- Diaconic ethics as a management task using concrete examples

Recommended prior knowledge

Necessary requirements

Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Value-orientated management and diaconic ethics <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ Value-orientated corporate governance ○ Theological ethics and business ○ Culturally sensitive management ○ Business ethics ○ Public Leadership ○ Integrative business ethics ○ Reflection on value-orientated management <i>with different teaching staff and teaching formats (presentations, seminar discussions, group work, tutorials with case studies). The programme will be announced separately.</i>		basically only in the Summer semester	240h (60 + 180)	8 CP [SL]

Academic achievements

The event	Workload	CP ²
Value-orientated management and diaconic ethics <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ The aim is to practise a reflective and discursive attitude and have a practising and deepening character; ○ proof of sufficient participation of 80 % in the respective events / dates and ○ preparation for the module examination in the form of corresponding exercises. 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
<p>Cross-event</p> <p><i>An oral examination is an individual oral examination lasting up to 30 minutes. The examination is generally conducted and assessed by two authorised examiners. The persons will be announced separately.</i></p>	Oral examination	1	-	-

Recommended start²

2. Subject related semester

Binding³

Compulsory

Module 36-IDM-M4 Diaconic Theology: Tasks and Functions

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the summer semester

Credit points and duration

6 credit points, duration one semester

Expertise

In the module, students gain an overview of central theological patterns of justification for diaconic action and of current discourses on the role and task of theology in diaconia in its various forms.

Perceiving and understanding:

- ◻ Knowledge of central biblical texts on deacons from the OT and NT

Competence of judgement:

- ◻ be able to identify and represent the role of theology in dialogue with other sciences in the management of diaconic organisations

Conceptual expertise:

- ◻ Know theological and intercultural models for the justification of diaconia and be able to argue for them, e.g. with regard to mission statements

Action competence:

- ◻ Multi-rational and intercultural communication skills

Content of teaching

- ◻ Biblical aspects of diaconia
- ◻ Models for the justification of diaconia
- ◻ Functions of diaconic theology in the management of diaconic organisations and beyond
- ◻ Reference to multirationality (relationship between theology and economics)

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Diaconic Theology: tasks and functions <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ <i>Public Theology, Theology and Development</i> ○ <i>Theology and Ecclesiology</i> ○ <i>Theology and Economics</i> ○ <i>Intercultural Theology</i> ○ <i>Reflection on diaconic Theology</i> <i>with different teaching staff and teaching formats (presentations, reading and discussion of key texts, small group work, panel discussion). The programme will be announced separately.</i>	Seminar	basically only in the Summer semester	180h (70+ 110)	6 CP [SL]

Academic achievements

The event	Workload	CP ²
Diaconic Theology: tasks and functions (seminar) <i>Study achievements in the continuing education master course in diaconic Management serve to</i> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>Thesis paper for plenary discussion</i> <i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Tutorials (in connection with lecture/seminar)	ungraded	-	-

Recommended start²

2. Subject related semester

Binding³

Compulsory

Module 36-IDM-M5 Leadership and management in diaconia and the social economy

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the winter semester

Credit points and duration

8 credit points, duration one semester

Expertise

The module teaches theories of leadership and encourages reflection on one's own leadership role and practice. It reflects on decision-making practice in diaconic organisations and promotes decision-making skills.

Perceiving and understanding:

- Getting to know different management models for hybrid organisations
- Know the central elements of employee management and personnel development and be able to assess their role for the company

Formation of judgement:

- Get to know SGMM 4 as a management theory concretion ("Reflective Management Practice") and try it out using examples

Conceptual expertise:

- be able to identify starting points for the independent implementation of management in diaconic organisations

Action competence:

- Promoting the ability to make decisions
- Being able to reflect on your own leadership behaviour

Content of teaching

- Leadership models/ leadership in hybrid organisations
- Leadership role and management style, employee management and personnel development
- Management of social systems and corporate governance

- Diaconia as a social system
- St. Gallen Management Model 4th Generation (SGMM 4)

Recommended prior knowledge

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Necessary requirements

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Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
<p>Leadership and management in diaconia and the social economy</p> <p><i>The course is divided into the following units: Leadership</i></p> <ul style="list-style-type: none"> ○ <i>models/ leadership in hybrid organisations,</i> ○ <i>• Leadership role and management style</i> ○ <i>personnel development</i> ○ <i>Value-orientated management of social systems and corporate governance</i> ○ <i>Diaconia as a social system</i> ○ <i>St. Gallen Management Model 4th Generation</i> <p><i>with different lecturers and teaching formats (short lectures, teaching discussions, group work partly with presentations, working on case studies, preparatory reading). The programme will be announced separately.</i></p>		generally only in the winter semester	240h (65+ 175)	8 CP [SL]

Academic achievements

The event	Workload	CP ²
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Leadership and management in diaconia and the social economy <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i> ○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i> ○ <i>preparation for the module examination in the form of corresponding exercises.</i> 	see above	see above
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Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>A seminar paper is a written thesis of 10-12 pages (2,400 characters per page)</i> <i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Seminar paper	1	-	-

Recommended start²

3. Subject related semester

Binding³

Compulsory

Module 36-IDM-M6 Organisational aspects of diaconic organisations in transition: strategy, structure, culture

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the winter semester

Credit points and duration

8 credit points, duration one semester

Expertise

In the module, students encounter central theories, current challenges and practical examples of the design and development of diaconic organisations.

Perceiving and understanding:

- Know and be able to reflect on models of thought, theoretical approaches and organisational aspects of diaconic organisations

Conceptual expertise:

- Be able to relate current problems of diaconic organisations to culture, structure and strategy

Action competence:

- Be able to organise and further develop diaconic enterprises appropriately

Content of teaching

- Corporate culture and the options for shaping it
- Diversity management in diaconic relevance
- Conflict management
- Theory and practice of change management
- Performance management
- Strategic management: central theories, case studies

Recommended prior knowledge

Necessary requirements

Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Organisational aspects of diaconic organisations in transition: strategy, structure, culture <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ○ Corporate culture and diversity ○ Corporate structure and organisational forms ○ Change management ○ Strategic management <i>with different teaching staff and teaching formats (short lecture, small groups, discussion of case studies, design exercises). The programme will be announced separately.</i>	Seminar	generally only in the winter semester	240h (60 + 180)	8 CP [SL]

Academic achievements

The event	Workload	CP ²
Organisational aspects of diaconic organisations in transition: strategy, structure, culture (seminar) <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none"> ○ The aim is to practise a reflective and discursive attitude and have a practising and deepening character; ○ proof of sufficient participation of 80 % in the respective events / dates and ○ preparation for the module examination in the form of corresponding exercises. 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
<p>Cross-event</p> <p><i>An oral examination is an individual oral examination lasting up to 30 minutes.</i></p> <p><i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i></p>	oral examination	1	-	-

Recommended start²

3rd subject related semester

Binding³

Compulsory

Module 36-IDM-M11 Master's thesis

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

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Credit points and duration

24 credit points, duration not defined

Expertise

Perceiving and understanding:

- ☐ Perceive central theories on the object of research

Formation of judgement:

- ☐ be able to identify an issue relevant to diaconic science, describe consequences for practice

Conceptual expertise:

- ☐ be able to properly translate a research question into a research design or argumentation structure

Action competence:

- ☐ be able to apply research methods appropriately

Content of teaching

The Master's thesis should demonstrate the ability to carry out independent academic work, in particular to find an independent academic solution to a problem in the field of diaconic management.

Students should either apply the theoretical knowledge they have acquired in the master course to solve a complex scientific task from the fields of activity of the management of diaconic organisations or use it to achieve application-oriented results.

The Master's thesis integrates theoretical insights from readings and courses on the one hand and practical experience and insights on site on the other.

Recommended prior knowledge

Necessary requirements

Modules 36-IDM-M1 - 36-IDM-M4

Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Accompanying seminar <i>The event is divided into the following units</i> <ul style="list-style-type: none"> Project presentation Project coaching Master's thesis meetings 	Seminar	unknown	30h (30+ 0)	1 CP

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>Defence of the Master's thesis in an interview lasting up to 30 minutes.</i> <i>The defence is conducted by at least two examiners, one of whom should be an examiner of the Master's thesis.</i>	oral examination	1	10h	0.3 CP
Cross-event <i>The total processing time is six months, the length of the work is usually 168.000 characters.</i> <i>Further regulations can be found in the examination regulations.</i>	Master thesis	4	680h	22.7 CP

Recommended start²

3. o. 4th subject related semester

Binding³



UNIVERSITÄT
BIELEFELD

Compulsory

Module 36-IDM-M7 Designing management concretions: Instruments of Operational Management

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the summer semester

Credit points and duration

8 credit points, duration one semester

Expertise

The modules provides the basics for the ability to act in central business fields of corporate management. To this end, basic business and legal knowledge of the relevant fields is introduced and key instruments are presented.

Perceiving and understanding:

- ☐ Basic knowledge of central business fields of action in operational management
- ☐ Basic knowledge of cost and performance accounting

Action competence:

- ☐ Be able to recognise starting points in the application of the business management instruments of finance, risk and communication management as well as marketing and fundraising
- ☐ Be able to organise elements of operational management

Content of teaching

- ☐ Personnel management
- ☐ Strategic financial management (incl. strategic controlling)
- ☐ Risk management
- ☐ Communication management
- ☐ Performance management

Recommended prior knowledge

Necessary requirements

Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
Designing management concretisations: Instruments of operational management <i>The event is divided into the following units:</i> <ul style="list-style-type: none"> ◦ Strategic financial management (strategic controlling), ◦ Risk management (flexible choice of topics) ◦ Communication management (flexible choice of topics) ◦ Accompanied course integration <i>with different teaching staff and teaching formats (short lectures, teaching discussions, group work partly with presentations, preparatory reading). The programme will be announced separately.</i>	Seminar	grunds basically only in the summer semester	240h (58+ 182)	8 CP [SL]

Academic achievements

The event	Workload	CP ²
Designing management concretions: Instruments of Operational Management (Seminar) <i>Study achievements in the continuing education master course in diaconic Management serve to</i> <ul style="list-style-type: none"> ◦ The aim is to practise a reflective and discursive attitude and have a practising and deepening character; ◦ proof of sufficient participation of 80 % in the respective events / dates and ◦ preparation for the module examination in the form of corresponding exercises. 	see above	see above

Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
<p>Cross-event</p> <p><i>A portfolio is a collection of documents that document the course-related processing of tasks.</i></p> <p><i>The examination is always conducted and assessed by two authorised examiners. The persons will be announced separately.</i></p>	Portfolio	1	-	-

Recommended start²

4. Subject related semester

Binding³

Compulsory

Module 36-IDM-M8 Innovation and Entrepreneurship in Diaconia and the Social Economy on an international Horizon

Faculty

Faculty of History, Philosophy and Theology/Department of Theology

Person responsible for module

No module coordinators have been appointed yet

Cycle (start)

Generally only in the summer semester

Credit points and duration

6 credit points, duration one semester

Expertise

In the module, students learn about the special features of social innovations and social entrepreneurship as a financing model in non-profit organisations. In addition, a focus will be placed on European diaconia or diaconia worldwide or on social space orientation.

Perceiving and understanding:

- Understanding current discourses on social innovation; understanding social entrepreneurial thinking; understanding the significance of European and global developments for diaconia and the social economy

Formation of judgement:

- Examine the transferability of approaches outside the diaconia and social economy in an interdisciplinary context

Conceptual expertise:

- transfer current discourses to diaconia and develop them further

Action competence:

- be able to promote social innovations and develop new forms of financing; translate suggestions from the European and global context for diaconic corporate policy

Content of teaching

- Special features of social innovations
- Social entrepreneurship as a financing model
- Influencing factors and learning spaces for the social economy
- Conditions of worldwide diaconia

○ Diaconia and society or social space orientation

Recommended prior knowledge

-

Necessary requirements

-

Explanation of the module elements Events

Title	Kind	Cycle	Workload (contact time+ Self-study)	CP ²
<p>Innovation and entrepreneurship in diaconia and the social economy on an international Horizon</p> <p><i>The event is divided into the following units: Social</i></p> <ul style="list-style-type: none"> ○ <i>Innovation</i> ○ <i>Social entrepreneurship</i> ○ <i>Accompanied course integration</i> ○ <i>Project development in connection with the Master's thesis</i> <p><i>with different teaching staff and teaching formats (presentations, seminar discussions, expert discussions, group work, tutorials in connection with lecture/seminar examples, excursions). The programme will be announced separately.</i></p>	Seminar	unknown	150h (50+ 100)	5 CP [SL]

Academic achievements

The event	Workload	CP ²
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Innovation and entrepreneurship in diaconia and the social economy on an international horizon (Seminar) <i>Study achievements in the continuing education master course in Diaconic Management serve to</i> <ul style="list-style-type: none">○ <i>The aim is to practise a reflective and discursive attitude and have a practising and deepening character;</i>○ <i>proof of sufficient participation of 80 % in the respective events / dates and</i>○ <i>preparation for the module examination in the form of corresponding exercises.</i>	see above	see above
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Examinations

Organisational allocation	Kind	Weighting	Workload	CP ²
Cross-event <i>An oral examination is an individual oral examination lasting up to 30 minutes. The examination is generally conducted and assessed by two authorised examiners. The persons will be announced separately.</i>	Oral examination	1	-	-

Recommended start²

4th subject related semester

Binding³

Compulsory

Legend

- 1 CP is the abbreviation for credit points.
- 2 The numbers in this column are the subject related semesters in which it is recommended to start the module. Depending on individual study planning, completely different study programmes are possible and sensible.
- 3 Explanation of the binding: "Compulsory" means: This module must be completed during the course of the degree programme; "Compulsory optional subject" means: This module belongs to a number of modules from which students can choose under certain conditions. More detailed information can be found in the "subject-specific regulations".