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RELEVANT AND AUTHENTIC

Islamic Leadership: Inspiring Vision for Transformational Impact

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Structure

Part 1: What is Leadership?

Conceptual background: theories of Leadership

Part 2: What is Islamic Leadership?

Foundations of Islamic leadership

Part 3: Growing as a Muslim Leader

How to develop and improve your leadership qualities

Purpose & Importance

❖ **Islamic Leadership:**
- ✓ guided by Islamic **values**,
- ✓ rooted in **self-awareness**, and
- ✓ driven by a meaningful **purpose**.

❖ **Conscious Islamic Leadership**
- ✓ *taqwa* (God-consciousness),
- ✓ *Ihsaan* (excellence & goodness),
- ✓ integrity,
- ✓ service.

❖ **The Narrow focus:**
- ➢ efficiency,
- ➢ competition, and
- ➢ materialistic gains

❖ **Embedded in**
- ✓ *justice (‘adl),*
- ✓ *consultation (shura),*
- ✓ *compassion (rahmah), and*
- ✓ *accountability (muhasabah).*

Part 1: Conceptual background

- What is Leadership?

Defining Leadership:

Definition:

The ability to **influence** others by **guiding** and **motivating** them to achieve a **goal** or adopt a specific **behavior**.

- **Intentional Influence:** Not just having an audience.
- **Purposeful direction** and motivation

Leadership & Management

❖ **Management:**

The efficient and effective utilization of resources to achieve desired organizational outcomes.

❖ **Functions**:

-Planning >Organizing >Staffing >Directing >Controlling

Management

- Ensures that things get done efficiently

Leadership:

The right things get done with passion, purpose, and vision.

Classical and Modern Theories of Leadership

How leadership has been studied and understood

Classical Theories of Leadership

Trait Theory

- **Core Idea:** Certain individuals possess **specific traits** that make them effective leaders.
- Focus: **Personal characteristics**.

Behavioral Theories

- **Core Idea:** Leadership is based on observable **behaviors** rather than innate traits.

Modern Theories of Leadership – 1

Transformational Leadership

- ✓ motivating through vision & inspiration.
- ✓ Engages the team in adopting change.
- ✓ Builds trust, acts as a role model

Traits:

Visionary, emotionally intelligent, value-driven.

Servant Leadership

- ✓ the leader serves the team.
- ✓ to enable them to grow and succeed

Traits:

Humility, empathy, stewardship.

Other Modern Theories of Leadership – 2

Transactional Leadership

- a system of rewards and punishments.

Authentic Leadership

- self-awareness, transparency, ethics, and consistency btw values and actions.

Adaptive Leadership

- adapt to change by challenging norms and fostering innovation.

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Embodying the Prophetic Example

❖ **Islamic Leadership is**

the *amanah* (trust) of guiding others towards Allah's pleasure, inspiring them through Prophetic values and example to attain success in this life and the Hereafter

"Indeed, in the Messenger of Allah you have

an excellent example

for whoever hopes in Allah and the Last Day and remembers Allah often."
(Qur'an 33:21)

لَّقَدْ كَانَ لَكُمْ فِي رَسُولِ ٱللَّهِ

أُسْوَةٌ حَسَنَةٌ

لِّمَن كَانَ يَرْجُواْ ٱللَّهَ وَٱلْيَوْمَ ٱلْآخِرَ

وَذَكَرَ ٱللَّهَ كَثِيرًا

The Best Example of Servant and Transformational Leadership

- **Clear Vision:**
  - liberating humanity from ignorance, oppression, and idol worship,
  - Faith (tawheed), justice, and moral integrity.
- **Unshakable Faith** & Complete reliance upon Allah
- Truthfulness and Trustworthiness
- Purposeful Guidance
- Effective Motivation
- Genuine Empowerment

A Reformer, & Civilization-Builder

- **Deep Inner Transformation (Tarbiyah).**
- **Flexibility and Adaptability**
- **Empowerment:**

Created a community and prepared generations of leaders

- Leading by Example
- Ethical Responsibility
- Shura (Consultation)
- Cooperation & teamwork

Transformational Leadership in Action

- **Visionary and Civilization-Oriented**
  - ✓ global vision & promise of victory
- **Change and Adaptability**
  - ✓ **Loyalty: T**ribal ‘Asabiyyah to Ummah
  - ✓ **Beliefs: from i**dol worship to Tawheed.
  - ✓ **Political Leadership:** From hereditary rule to consultative governance
- **Institutional State-Building**
  - ✓ the 1st Constitution in the world
  - ✓ economic justice
- **Strategic Flexibility**
  - ✓ different stages of Da’wa
  - ✓ Diplomacy & Peace: Treaty of Hudaybiyyah

Institutional State-Building & Strategic Flexibility

❖ **Institutional State-Building**

- ✓ the mosque as a center of worship, learning, and administration
- ✓ the 1st Constitution in the world
- ✓ **economic justice:** forbidding riba (usury) and instituting zakah (obligatory charity).

❖ **Strategic Flexibility**

- ✓ different **stages of Da'wa**
- ✓ **Diplomacy & Peace:** Treaty of Hudaybiyyah
- ✓ letters to kings and leaders

A Model of Excellence

❖ **How do we translate this inspiration into practice?**

❖ **Servant Leadership and Humility**

A combination of :character, vision, and skills.

"So by **mercy** from Allah, you were **lenient** with them.

And if you had been **rude [in speech] or harsh** in heart, they would have **disbanded** from about you.“

(Surah Aal Imran 3:159)

فَبِمَا رَحْمَةٍ مِّنَ ٱللَّهِ لِنتَ لَهُمْ ۖ

وَلَوْ كُنتَ فَظًّا غَلِيظَ ٱلْقَلْبِ لَٱنفَضُّوا۟

مِنْ حَوْلِكَ

Islamic Leadership Principles:

Accountability in Leadership

"And [mention] when your Lord said to the angels,

'Indeed, I will make upon the earth a successive authority (**khalīfah**).'"

(Al-Baqarah 2:30)

وَإِذْ قَالَ رَبُّكَ لِلْمَلَائِكَةِ إِنِّي جَاعِلٌ فِي الْأَرْضِ خَلِيفَةً

"Each of you is a **shepherd**, and each of you will be held **accountable** for his flock."

(al-Bukhari & Muslim)

«كُلُّكُمْ رَاعٍ وَكُلُّكُمْ مَسْؤولٌ عَنْ رَعِيَّتِهِ»

Islamic Leadership Principles:

Justice in Leadership

"Indeed, Allah commands you to render **trusts** to whom they are due and when you judge between people to judge with **justice**."
(Surah An-Nisa 4:58)

إِنَّ ٱللَّهَ يَأۡمُرُكُمۡ أَن تُؤَدُّواْ **ٱلۡأَمَٰنَٰتِ** إِلَىٰٓ أَهۡلِهَا وَإِذَا حَكَمۡتُم بَيۡنَ ٱلنَّاسِ أَن تَحۡكُمُواْ **بِٱلۡعَدۡلِ**

"Any servant whom Allah **appoints over people**, and he dies while he **cheats** them, Allah will forbid Paradise for him."
(Bukhari & Muslim)

«ما من عبدٍ **يسترعيه** الله رعيةً، ثم يموت يوم يموت وهو **غاشٌّ** لرعيته إلا حرَّم الله عليه الجنة

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Core Values of Islamic Leadership

Taqwa

(God-consciousness)

Responsibility before Allah

Ihsaan

Service with Excellence & Goodness

Istikhlaaf:

Responsibility to Make Positive Change in the World

- **Hadith:**

'The best of you is the one who is most beneficial to others'

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If you could improve just **ONE leadership quality** in yourself this year,

what would it be and why?

6 steps to Grow as a Muslim Leader in the 21st Century

1. Building the Leadership Mindset
2. Developing your Emotional Intelligence (EI) & Self-awareness
3. The Power of Vision
4. Strategic Planning
5. Embracing change & Self-Development
6. Embracing holistic growth (*Tarbiyah*)

Step 1:
Building the Leadership Mindset

Personal Growth

- ✓ Continuous learning
- ✓ Personal Vision
- ✓ Self Mission

Step 2:
Emotional Intelligence (EI):

- ✓ Self-awareness
- ✓ Self-management
- ✓ Self-motivation
- ✓ Empathy
- ✓ Communication skills

~~Step~~ 3:
The Power of Vision in Leadership

❖ What is Vision?

a **mental picture** of a **desired future**.

❖ Vision vs. Goals:

- ✓ **Vision**: the **"big picture"** of where you are heading.
- ✓ **Goals**: specific, measurable milestones that take you there.

Step 4:
Strategic Planning: From Vision to Action

❖ **Translating Vision into Practical Strategies:**

1. **Setting SMART goals** (Specific, Measurable, Achievable, Relevant, Time-bound)
2. **Aligning resources** towards the vision
3. **Managing time** and priorities effectively

Step 5:
Embracing change & Self-Development

- **(1) Embracing change:**
  in surat Ar-Ra'd: Allah will not change the condition of people unless they **change what's in themselves**
- **(2) Embracing Tazkiyah: purifying the soul:**
  Successful indeed the one who purifies it [his soul]
- **(3) Embracing *Ta'deeb*:**
  'disciplining of the mind, body and soul'
  •My Lord disciplined me [addabani], and so made my charactor most excellent"

• إِنَّ اللّهَ لاَ يُغَيِّرُ مَا بِقَوْمٍ حَتَّى يُغَيِّرُواْ مَا بِأَنْفُسِهِمْ [الرعد:11]

• قد أفلح من زكاها، وقد خاب من دساها} (الشمس: 7-10).

• 'أدبني ربي فأحسن تأديبي

Step 6: Embracing Holistic Growth (Tarbiyah)

- ***Tarbiyah* in Islam:**

  the balanced growth of the total personality of Man through the training of Man's **spirit, intellect, rational self, feelings and bodily senses.***

- **Islamic *Tarbiyah* should cater:**

  for the growth of man in all its aspects: **spiritual, intellectual, imaginative, physical, scientific, linguistic,** both individually and collectively and motivates all aspects towards **goodness and the attainment of perfection.* [*Ihsaan*]**

***Source:** The First World Muslim Conference on Islamic Education, Makah (1977).

Summary of Islamic Leadership Qualities

Conclusion:
Conscious Islamic Leadership

Guided by:

- Islamic values,
-Self-awareness,
- Meaningful purpose.

To lead with:

- *taqwa*
- *Ihsaan*
- Integrity & Service.

Embedded in:

- *justice (‘adl),*
- *Consultation*
- *Compassion*
- *Accountability*

Thank you

سبحانك اللهم وبحمدك
نشهد أن لا إله إلا أنت .. نستغفرك ونتوب إليك