

Compassionate Leaders

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In the Name of Allah, the Compassionate, the Merciful

*And those [the believers] who say: our Lord, favor us with spouses and offspring who are comfort to our eyes. And make us leaders of the righteous
(Furqan 25: 74)*

*And we made of them leaders giving guidance under our command when they patiently persevered, and had conviction in our signs
(Sajda 24)*

Put me in charge of the treasures of the land, for I am trustworthy and competent (Yusuf 55)

Prophetic Model of Leadership

- ◆ Leadership in the service of community
- ◆ لقد كان لكم في رسول الله أسوة حسنة لمن كان يرجو الله واليوم الآخر وذكر الله كثيرا (الأحزاب 21)

You have in the person of the Messenger of Allah a good model for anyone whose hope is in Allah and the Final Day and who frequently remembers Allah (33:21)

- ◆ لَقَدْ جَاءَكُمْ رَسُولٌ مِّنْ أَنْفُسِكُمْ عَزِيزٌ عَلَيْهِ مَا عَنِتُّمْ حَرِيصٌ عَلَيْكُمْ بِالْمُؤْمِنِينَ رَءُوفٌ رَّحِيمٌ (الأنفال 128)

It has indeed come to you a Messenger from among yourselves: it grieves him that you should be burdened: ardently anxious is he over you: to the believers is he most compassionate. (9:128)

Leadership Defined

Leaders are visionaries who have the capacity to communicate their vision with clarity, translate it into a set of concrete actions, and inspire others to follow their lead.

Leadership Defined

Leadership is not a position or office, but an attitude and action

Leadership comprises various capacities that can be developed, built, and refined.

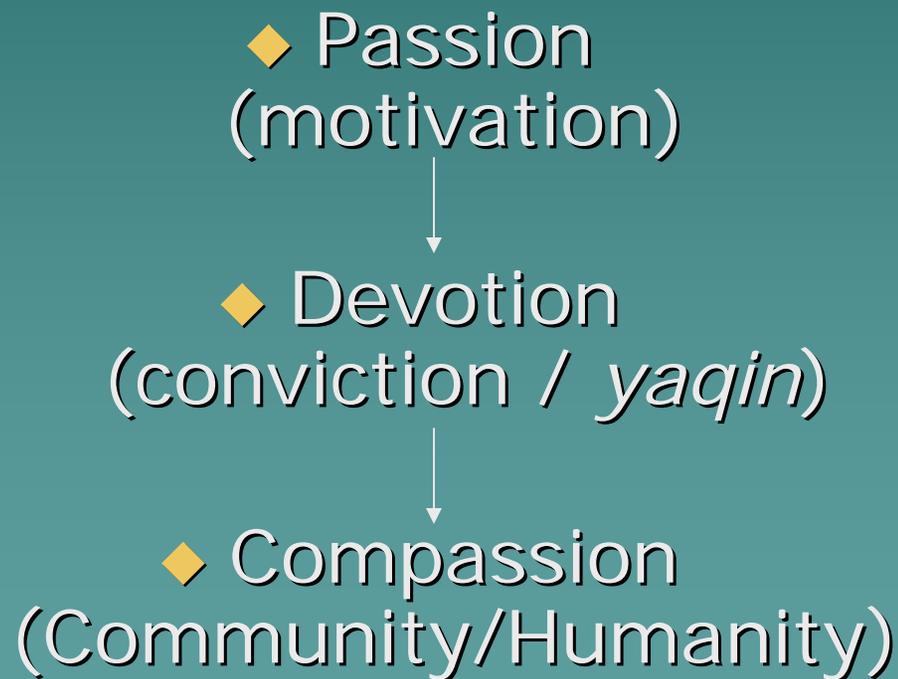
It is a process of lifelong learning, and continuous endeavor to develop qualities, skills, and attitudes.

Leadership Components

- ◆ Vision — direction towards future goals.
- ◆ Passion — Action and results
- ◆ Competence — knowledge and skills

Compassionate Leadership

Compassionate leaders are leaders whose passion is directed towards the community



Community

- ◆ A community is a group of people who share common norms and aspiration
- ◆ Rules of inclusion and exclusion:
 - Customary traditions
 - Common interests
 - Shared values
- ◆ From self-centered to community-centered leadership

Self and Community Centered Leadership

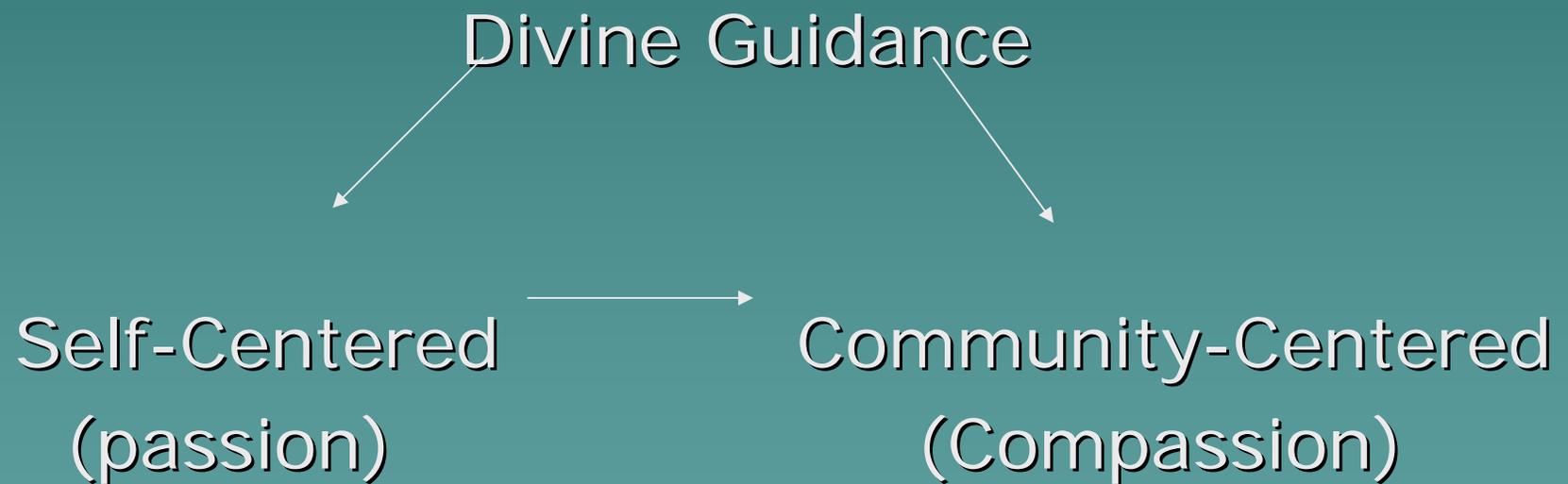
Self-Centered

- ◆ Rules
- ◆ Control
- ◆ Direct and command
- ◆ Criticize
- ◆ Judge
- ◆ Seek Compliance

Community-Centered

- ◆ People
- ◆ Empower
- ◆ Inspire and persuade
- ◆ Appreciate
- ◆ Develop/Mentor
- ◆ Seek Commitment

From Self to Community Centered Leadership



Self and Cultural Change

- ◆ إن الله لا يغير ما بقوم حتى يغيروا ما بأنفسهم

Allah does not change the condition of a people until they change their inner self.

Individual Change → Community Change

- ◆ Change Start with Self-Assessment

Ideal Self → Actual Self
(Ideal Self) (Actual Self)

Self Change

- ◆ Strengths and Weaknesses
- ◆ Challenges and Opportunities
- ◆ Passion: Arises from the interaction between our emotions and the unique situation we are in.
- ◆ Discovering our ideal self – reversing years of unhealthy habit formation
- ◆ لقد خلقنا الإنسان في أحسن تقويم ثم رددناه أسفل سافلين، إلا الذين آمنوا وعملوا الصالحات.

we created humans in the best of measures, then turned him into the low of lows, except those who have faith and do goods.

Self Change

- ◆ Vision
- ◆ Contrasting actual values with ideal (revealed) values
- ◆ Identifying priorities
- ◆ Commitment – Faith
- ◆ Aligning personal with revealed values

والذين جاهدوا فينا لنهدينهم سبلنا، وإن الله مع الصابرين

And those who struggle for our sake will guide to our path, and Allah is with those who patiently persevere

Cultural Change

- ◆ From Legalistic to Compassionate cultures
- ◆ Legalism – obsession with rules
- ◆ Compassion – Concern about wellbeing of others
- ◆ Mode of thinking
 - Principles (*maqasid*)
 - Rules (*ahkam*)

Moderation and Balance

- ◆ Firmness/Steadfastness
 - Principles and Ideals
 - Purposes of Shari'ah

- ◆ Flexibility/Adaptation
 - Applications and Actuality
 - Rules and Actions

Firmness and Flexibility

- ◆ Critical of idols worshiping, but avoiding insulting the false gods.
- ◆ إن هي إلا أسماء سميتوها ما أنزل الله بها من سلطان
- ◆ ولا تسبوا الذين يدعون من دون الله فيسبوا الله عدوا بغير علم

Firmness and Flexibility

◆ Hdaybia Treaty

Goal: Entering Makkah peacefully to perform Hajj

Options 1: Enter Makkah this year despite Quraysh opposition. This will lead to an open war with Quraysh and loss of life.

Option 2: Come back next year to perform Hajj, by entering into a treaty which will commit Quraysh to allow Muslims to enter Makkah peacefully.

Decision: Firmness on principle (Hajj); flexibility on time and method (return next year)

Firmness and Flexibility

- ◆ Wording of the treaty text

Prophet Muhammad called 'Ali ibn Abu Talib and said to him: "Write, 'In the name of God, the Merciful, the Compassionate.'" Suhayl, the non-Muslim delegate of Quraysh interrupted. "Stop," he said, "I do not know either 'the Merciful' or 'the Compassionate.' Write, 'In your name, O God.'" The Prophet of God instructed 'Ali to write accordingly and continued: "Write, 'Following is the text of a pact reached by Muhammad, the Prophet of God and Suhayl ibn 'Amr.'" Suhayl again interrupted. "Stop it. If I accepted you as a Prophet of God I would not have been hostile to you. You should write only your name and the name of your father." The Prophet of God instructed 'Ali to write accordingly, referring to himself as Muhammad ibn 'Abdullah.

Habits of Compassionate Leaders

- ◆ Know themselves through reflection and self-evaluation.
 - ◆ Understand both their history and present environment.
 - ◆ Are clear about their values and goals.
 - ◆ Are willing to be lifelong learners.
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Habits of Compassionate Leaders

- ◆ Can take risks and are open to change.
 - ◆ Are able to accept mistakes and failures as precursors to creativity and problem solving.
 - ◆ Are skilled in creating a vision, and see themselves and their lives as part of that vision.
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Habits of Compassionate Leaders

- ◆ Are able to communicate their vision in ways that others are inspired by it.
 - ◆ Are committed to maintaining trust through empathy, constancy, and integrity.
 - ◆ Are skilled in translating intentions into reality through committed action.
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Questions?