

# THE ISLAMIC PERSPECTIVE ON QUALITIES REQUIRED FOR EFFECTIVE LEADERSHIP

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This article presents a comprehensive exploration of the Islamic perspective on leadership, elucidating its profound significance within the Muslim community. Rooted in meticulous research and drawing upon authoritative Islamic teachings and historical precedents, this study aims to provide a comprehensive analysis of the qualities expected of an Islamic leader and the fundamental principles that underpin their effectiveness. Through a rigorous examination, this research delves into the moral values that serve as the bedrock of Islamic leadership, emphasizing their pivotal role in shaping character and informing decision-making processes. It explores the indispensable role of knowledge as a catalyst for enlightenment, humility as a unifying force, justice as an ethical compass, and accountability as a means of fostering trust and fostering integrity. Furthermore, this article systematically explores diverse leadership styles within Islamic thought, unraveling the intricate nuances of consultative leadership (*shūrā*), servant leadership (*khidmah*), and transformational leadership (*tazkiyyah*). It probes their conceptual frameworks, historical manifestations, and contemporary relevance, shedding light on the enduring

wisdom they offer to leaders operating in diverse contexts. By critically examining the Islamic view on leadership, this study offers a comprehensive exploration that contributes to the existing body of knowledge on leadership theories and practices. Its valuable insights provide researchers, scholars, and practitioners with a solid foundation for understanding and applying the Islamic perspective on effective leadership, both within the Muslim community and in broader contexts.

**KEYWORDS:** Islamic leadership, leadership qualities in Islam, Islamic leadership principles, Prophetic leadership model, Islamic leadership ethics.

## 1. INTRODUCTION

### I. Definition of Leadership

Leadership is the capacity to guide, influence, and inspire others toward a shared goal or vision. Effective leaders provide direction, shape behavior, and foster commitment. They possess interpersonal skills, strategic thinking, and emotional intelligence (Baba *et al.*, 2021). Guiding involves setting goals and strategies and outlining the path to success. Influencing entails persuading others to align their actions with desired outcomes. Inspiring involves communicating a compelling vision. Leaders shape behavior by serving as role models, establishing expectations, and creating a positive culture. They foster commitment by cultivating a sense of purpose, trust, and recognition. Interpersonal skills help build relationships and resolve conflicts (Cheruvilil *et al.*, 2014). Strategic thinking enables informed decision-making and anticipation of



challenges. Emotional intelligence aids in understanding others' perspectives and managing emotions (Hanna *et al.*, 2021).

## II. Importance of Leadership

Leadership encompasses diverse domains, spanning personal, organizational, and societal levels, and a range of compelling reasons underscores its significance:

- a. **Visionary Guidance:** Leaders provide clear direction and a compelling vision, guiding individuals, teams, and organizations toward common goals. They offer guidance, define purpose, and ensure alignment.
- b. **Motivation and Inspiration:** Effective leaders inspire and motivate others, fostering an environment of enthusiasm and unwavering commitment. They cultivate a positive culture that encourages individuals to unlock their full potential and strive for excellence (Quinn, 2015).
- c. **Decisiveness and Problem-solving:** Leaders make critical decisions and tackle complex problems. They analyze information, consider diverse perspectives, and make informed choices to benefit the organization and its members (Acquisti *et al.*, 2016).
- d. **Support and Mentorship:** Leaders provide support and mentorship to individuals and teams, offering constructive feedback and facilitating personal and professional development.
- e. **Conflict Resolution:** Leadership manages conflicts and promotes harmonious relationships. Leaders mediate disputes, facilitate open communication, and seek mutually beneficial resolutions (Wong *et al.*, 2014).
- f. **Innovation and Adaptability:** Leaders foster innovation and drive positive change. They encourage creativity, embrace



new ideas, and cultivate a culture of continuous improvement (Li *et al.*, 2018).

- g. **Relationship Building:** Effective leaders prioritize strong relationships based on trust, respect, and open communication. They promote teamwork, collaboration, and a sense of belonging among individuals (Mahar *et al.*, 2013).
- h. **Leading by Example:** Leaders serve as role models, embodying desired behavior, ethics, and values. Their actions profoundly impact others and shape the organizational culture.
- i. **Accountability and Responsibility:** Leadership involves taking ownership and being accountable for actions and outcomes. Leaders demonstrate integrity, ethical conduct, and assume responsibility for their decisions (Engelbrecht *et al.*, 2017).
- j. **Success and Growth:** Leadership contributes to achieving success and fostering growth. Through effective leadership, goals are accomplished, performance is enhanced, and positive outcomes are realized (House & Podsakoff, 2013).

Leadership's relevance extends across businesses, governments, communities, and personal development. It significantly influences organizational effectiveness, employee engagement, and well-being (Shuck & Reio Jr., 2014). By embracing effective leadership, individuals and societies can navigate challenges, drive progress, and create a better future.

### III. Leadership in Islam

Islamic leadership encompasses the responsibility and trust bestowed upon individuals to guide and serve others by Islamic principles. Leaders must possess knowledge, wisdom, and competence while adhering to fairness, integrity, and accountability (Sturm *et al.*, 2017). They lead by example, displaying humility,



compassion, patience, and generosity. Prayer and reflection are integral to their approach, seeking guidance from a higher power (Katz, 2013).

Islamic leadership emphasizes servant leadership, prioritizing the well-being and welfare of those under their care (Helmi & Sari, 2021). Leaders selflessly serve others, listen to their concerns, and work towards their betterment. Consultation and inclusivity are valued, seeking counsel from those they lead and fostering participation and collaboration (Siddiki *et al.*, 2017).

Islamic leadership combines moral values, spiritual guidance, and practical skills to serve the common good and promote well-being (Koenig & Al Shohaib, 2014). It recognizes the balance between worldly responsibilities and spiritual growth. By upholding Islamic principles and embodying virtuous traits, leaders inspire and positively influence others, fostering unity and community (Abdullah & Esa, 2015).

#### IV. Major Qualities of Islamic Leadership

Islamic leadership encompasses fundamental qualities deeply rooted in Islamic teachings. These qualities shape the leaders' interactions and contributions to the community. Key qualities include:

- a. **Honesty and Truthfulness:** Islamic leadership prioritizes honesty and truthfulness, which are rooted in Islamic teachings. Leaders embody these virtues, fostering trust and clarity. They communicate transparently, without distortion, and lead sincerely, seeking the betterment of followers and the community. Integrity is crucial, as leaders uphold ethical standards, remain reliable, and fulfill responsibilities. Prophet Muhammad exemplifies these qualities, such as earning respect and trust. Islamic leaders fulfill moral



obligations, setting a positive example. These qualities are foundational to effective Islamic leadership, promoting transparency, sincerity, and integrity.

- b. **Integrity and Trustworthiness:** In Islamic leadership, upholding high ethical standards and demonstrating reliability are essential. Islamic leaders adhere to strong moral values, guiding their actions and decisions with integrity, honesty, and fairness (Haron *et al.*, 2020). By consistently displaying ethical behavior, they earn the trust and respect of their followers, fostering an environment of trust. Additionally, these leaders prioritize reliability by honoring their commitments and fulfilling their responsibilities, creating stability and dependability within their community or organization. The emphasis on trustworthiness, exemplified by Prophet Muhammad, further reinforces the significance of these qualities in Islamic leadership. Through their embodiment of ethics and reliability, Islamic leaders inspire others, promoting accountability, positive work cultures, and the achievement of shared goals, ultimately contributing to the growth and success of their communities.
- c. **Justice and Fairness:** Islamic leadership strongly emphasizes justice and fairness, guiding leaders to treat individuals equitably and provide equal opportunities regardless of their status or connections. Leaders must make decisions based on objective criteria and merit, avoiding favoritism or nepotism. By upholding justice and fairness, leaders create an inclusive environment where everyone feels valued and has a fair chance to succeed. These principles align with the teachings of Islam, which highlight the importance of justice and treating others with equity. Islamic leaders focus on each individual's inherent worth and potential, fostering unity, harmony, and cooperation within the community or organization they lead.



- d. **Compassion and Empathy:** Islamic leadership places great emphasis on compassion and empathy, with leaders genuinely caring for the well-being of their followers (Anadol & Behery, 2020). They prioritize active listening and understanding, seeking to create a supportive and inclusive environment where individuals feel valued, respected, and understood. Islamic leaders actively work to alleviate the suffering of others, whether it is emotional or physical, and strive to foster a sense of community and solidarity among their followers. By embodying these qualities, leaders inspire kindness and consideration, leading to personal growth and collaboration for the community's overall well-being.
- e. **Humility and Modesty:** Islamic leadership strongly emphasizes humility, as leaders recognize the importance of valuing others' contributions and creating an inclusive environment. Islamic leaders understand that true leadership involves serving others and promoting collective growth rather than seeking personal recognition or asserting authority. They exhibit humility by acknowledging their limitations and weaknesses, treating others with respect and dignity, and appreciating diverse perspectives and talents (Owens *et al.*, 2013). This humble approach fosters an environment of equality and inclusivity, where individuals feel valued and empowered to contribute their best (Gotsis & Grimani, 2016). By embodying humility, Islamic leaders inspire trust, cooperation, and unity among their followers, enabling the collective achievement of shared goals.
- f. **Wisdom and Sound Judgment:** Islamic leadership recognizes the importance of informed decision-making, considering long-term consequences, and seeking advice when necessary. Leaders engage in careful deliberation, taking into account ethical considerations and stakeholder interests. The principle of consultation (*shūrā*) is valued, promoting shared responsibility and diverse perspectives.



Islamic leaders embrace learning and adaptation, remaining open to feedback and constructive criticism. They prioritize responsible and effective leadership by making choices that align with ethics and serve the greater good.

These qualities guide Islamic leaders, promoting trust, fairness, compassion, and wisdom. By exemplifying these qualities, leaders inspire others to contribute positively to society.

## 2. ISLAMIC LEADERSHIP STYLE

There are various leadership styles recognized in Islam, and these styles include:

- i. **Consultative Leadership (Shūrā):** Consultative leadership, rooted in the Islamic concept of *shūrā*, promotes seeking and considering the opinions and advice of others before making decisions. It encourages open dialogue, diverse perspectives, and decision-making for the greater good of the community. Islamic leaders engage in collective decision-making, fostering inclusivity, participation, and shared responsibility. This approach creates a sense of ownership and unity within the community, harnessing the collective wisdom and expertise of its members (Razmerita *et al.*, 2014). By incorporating consultative leadership, Islamic leaders foster open communication, respect, and collaboration, resulting in informed decisions and a stronger sense of unity.
- ii. **Servant Leadership (Khidmah):** Servant leadership, emphasized in Islamic teachings, centers around selfless service and prioritizing the needs of others. It highlights the significance of humility and compassion in leadership. Prophet Muhammad serves as a role model for this style, as he dedicated himself to the well-being of his community,





listened to their concerns, and supported their growth. Islamic leaders are encouraged to follow this example by actively listening, supporting their followers' development, and working to improve the community. Servant leadership cultivates a culture of care, empathy, and collaboration, fostering trust and unity among the community members (Gotsis & Grimani, 2016).

- iii. **Transformational Leadership (Tazkiyyah):** Transformational leadership in Islam aims to inspire and empower followers to realize their full potential and work towards collective goals. It emphasizes personal growth, moral development, and self-transformation. *Tazkiyyah*, the purification of the self, plays a crucial role in this style, focusing on cultivating virtuous qualities and nurturing a strong connection with Allah. Islamic leaders are role models, demonstrating integrity, sincerity, and a steadfast commitment to moral values. Through their words and actions, they inspire others to strive for excellence and contribute positively to society (Desmet & Pohlmeier, 2013). Transformational leadership fosters personal and communal growth, motivating followers to embrace positive change and achieve a higher purpose.

### 3. PROPHET MUHAMMAD AS AN EXAMPLE OF GOOD LEADERSHIP

Prophet Muhammad is a profound example of leadership, with numerous instances that highlight his leadership qualities. Here are some key qualities and instances from his life that provide valuable lessons for leaders:



## **I. Integrity and Trustworthiness:**

Prophet Muhammad was known for his impeccable integrity and trustworthiness, earning him the title “*Al-Amīn*” (the Trustworthy). His community trusted and respected him even before receiving divine revelation. He fulfilled promises, settled disputes fairly, and held himself to high moral standards. The Qur’an acknowledges his great moral character. The Prophet’s integrity is a powerful example for leaders, emphasizing the importance of honesty, sincerity, and transparency in leadership to gain trust and foster an environment of credibility and ethical conduct (Qur’an 68:4).

## **II. Compassion and Empathy:**

Prophet Muhammad demonstrated remarkable compassion and empathy towards all individuals, regardless of their social status. He actively listened, understood perspectives, and provided guidance and support. His compassionate nature created an inclusive environment where people felt valued and cared for. An instance Anas ibn Malik describes illustrates the Prophet’s gentle and compassionate approach. His compassion extended to the broader community, addressing the needs of the poor and marginalized. This example highlights the importance of compassion and empathy in Islamic leadership, fostering a sense of belonging and overall well-being (Ṣaḥīḥ Muslim 6274).

## **III. Consultative Leadership (Shūrā):**

Prophet Muhammad believed in consultative leadership, actively seeking the opinions and counsel of his companions. This approach fostered unity, collaboration, and ownership within the Muslim community. By involving others in decision-making, he recog-



nized the empowerment and benefits of diverse perspectives. The Qur'an emphasizes consultative leadership in *Sūrah Āli-ʿImrān* (3:159), highlighting the Prophet's inclusive and gentle approach. The verse stresses the importance of consulting and valuing others' opinions, strengthening unity. Prophet Muhammad's consultative leadership is a lesson for contemporary leaders, promoting open communication and inclusivity. Involving diverse voices in decision-making leads to better outcomes and nurtures a shared sense of responsibility. This approach fosters unity, collaboration, and a stronger community or organization.

#### **IV. Justice and Fairness**

Prophet Muhammad was dedicated to justice and fairness, applying these principles in every aspect of his life. He treated all individuals equitably, regardless of their religious beliefs or social status. As a judge, he ensured fair rulings based on evidence and Islamic law. He challenged societal norms to establish a just social order, advocating for the rights of the marginalized. The hadith in *Ṣaḥīḥ al-Bukhārī* (2447) emphasizes the Prophet's emphasis on honesty and trustworthiness as essential traits. His commitment to justice inspires leaders today to uphold equal treatment, protect rights, and create an inclusive society. By promoting justice, leaders foster a sense of value and respect, contributing to overall community well-being and harmony.

#### **V. Leading by Example**

Prophet Muhammad led by example, demonstrating humility, forgiveness, patience, and gratitude. His conduct was a guiding light for his companions and continues to inspire people today. He remained humble, treated everyone with kindness, empha-



sized forgiveness over vengeance, exhibited patience in the face of challenges, and expressed gratitude for blessings. The Prophet's embodiment of these qualities sets a standard of leadership and personal conduct, inspiring leaders to lead with integrity and compassion and fostering positive environments for growth (*Ṣaḥīḥ al-Bukhārī* 6035).

## VI. Wisdom and Sound Judgment

Prophet Muhammad exhibited wisdom in decision-making by considering long-term consequences and seeking divine guidance. He understood the impact of actions and made choices aligned with Islamic principles. Seeking Allah's wisdom, he relied on divine revelations to guide his decisions. The verse Qur'an 10:108 highlights the Prophet's role as a guide and emphasizes the significance of seeking divine guidance. This example teaches leaders to deliberate thoughtfully, seek counsel, and make decisions aligned with their values.

These qualities and instances from the life of Prophet Muhammad offer valuable lessons for leaders. By embodying integrity, compassion, justice, and wisdom, leaders can inspire and positively impact their communities, fostering an environment of trust, inclusivity, and growth.

### 4. PROPHET MŪSĀ AS AN EXAMPLE OF GOOD LEADERSHIP

- a. **Courage and Perseverance:** Prophet Mūsā (Moses) displayed immense courage when confronting the powerful and tyrannical Pharaoh to demand the freedom of the Israelites. Despite the risks and potential consequences, he fearlessly stood up against oppression and injustice, driven



by his unwavering faith in Allah and concern for his people. This act of courage serves as an inspiration for individuals facing challenges and leaders striving for justice. The encounter between Prophet Mūsā and Pharaoh highlights the importance of standing up against injustice, even in the face of powerful opposition. Reflecting on Prophet Mūsā's courage can guide leaders to confront obstacles, advocate for what is right, and dismantle systems of oppression (Qur'an 20: 46-49).

- b. **Humility and Modesty:** Prophet Mūsā's humility and modesty are evident in his response to Allah's call. Despite being chosen as a prophet and receiving a divine message, he did not let this elevate his ego or arrogance. When Allah addressed him from the burning bush and assigned him the task of delivering the Children of Israel from oppression, Prophet Mūsā expressed humility and acknowledged his weaknesses and limitations. He recognized that true strength and wisdom come from Allah alone and sought His assistance and guidance throughout his journey. This humility and reliance on Allah's power serve as a lesson for leaders to remain grounded, recognizing their dependence on a higher power and seeking divine guidance in their endeavors (Qur'an 20:25-28).
- c. **Patience and Resilience:** Prophet Mūsā's journey was filled with challenges and obstacles, yet he demonstrated remarkable patience and resilience. He encountered resistance from Pharaoh, witnessed the hardening of hearts among the Children of Israel, and faced numerous trials and tribulations. Despite these hardships, Prophet Mūsā remained patient and steadfast, relying on Allah's plan and timing. He understood that success would come by Allah's will and trust in His wisdom. This unwavering faith and patience serve as an example for leaders to persevere in the face of difficulties, trusting in a higher power and maintaining a



steadfast belief in the ultimate fulfillment of their mission (Qur'an 7:130-131).

- d. **Justice and Fairness:** Prophet Mūsā's commitment to justice and fairness was evident in his actions and teachings. He confronted Pharaoh, a tyrannical ruler who oppressed the Children of Israel and advocated for their rights and freedom. Prophet Mūsā's mission was to deliver his people from bondage and establish a just social order where fairness and equality prevail. He called upon Pharaoh and his followers to abandon their unjust ways and embrace justice. This unwavering commitment to justice is a powerful example for leaders to stand up against oppression and work towards creating a just society where the rights of all individuals are protected and respected (Qur'an 28:15-16).
- e. **Empathy and Compassion:** Prophet Mūsā's deep empathy and compassion towards the Israelites, who suffered under Pharaoh's oppression, highlight his humanity and concern for their well-being. He took action to alleviate their suffering and secure their freedom. The Qur'an recognizes his empathy and compassion, emphasizing their importance in leadership. Prophet Mūsā's example teaches leaders to understand and address the struggles of those they lead, fostering a culture of empathy and advocating for justice. His legacy inspires leaders to lead with kindness and a commitment to the welfare of others (Qur'an 7:151-152).
- f. **Effective Communication:** Prophet Mūsā demonstrated remarkable proficiency in effective communication, which is a vital leadership quality. When entrusted with confronting Pharaoh and delivering Allah's message, he exhibited clarity, conviction, and eloquence in his speech. Prophet Mūsā fearlessly conveyed the truth and advocated for righteousness, effectively communicating Allah's commandments and warnings to Pharaoh and his people. His ability to articulate his message with precision and impact was crucial in con-



veying the divine message and establishing the importance of obedience to Allah's guidance. The Qur'an illustrates Prophet Mūsā's proficiency in communication, emphasizing the significance of clear and compelling expression in leadership. This example serves as a reminder for leaders to develop effective communication skills, enabling them to convey their vision, inspire others, and bring about positive change (Qur'an 26:13-16).

- g. **Trust in Allah:** Prophet Mūsā's unwavering trust in Allah is a profound lesson in leadership. Throughout his journey, he relied wholeheartedly on Allah for guidance, support, and miraculous interventions. He recognized his limited abilities and understood that true success came from trusting Allah's wisdom and power. This unwavering faith enabled Prophet Mūsā to face formidable challenges, including confronting Pharaoh and leading the Children of Israel out of bondage. His trust in Allah's plan and unwavering belief in His assistance gave him strength and resilience in the face of adversity. The Qur'an highlights Prophet Mūsā's reliance on Allah, emphasizing the importance of trust in leadership. It reminds leaders to trust a higher power, acknowledging that true guidance and success come from Allah. By embodying this quality, leaders can inspire confidence, resilience, and a sense of purpose among their followers (Qur'an 20:23-24).

These qualities and instances from the life of Prophet Mūsā provide valuable lessons for leaders today. By emulating his courage, humility, patience, justice, empathy, effective communication, and trust in Allah, leaders can strive to create positive change, inspire others, and navigate challenges with wisdom and resilience. Prophet Mūsā's leadership is an exemplary model for individuals in positions of authority, guiding them to lead with righteousness, compassion, and integrity.



## 5. PROPHET IBRĀHĪM AS AN EXAMPLE OF GOOD LEADERSHIP

Prophet Ibrāhīm (Abraham) is a remarkable leadership model, showcasing numerous qualities that hold significant lessons for present-day leaders. Let us explore some of these qualities and examine instances where Prophet Ibrāhīm showcased them:

- a. **Unwavering Faith:** Prophet Ibrāhīm exemplified unwavering faith in Allah, remaining steadfast in his belief despite facing adversity. When his people threw him into a fire for refusing to worship idols, Allah commanded the fire to become cool and safe for him. This miraculous event showcased his unwavering faith and Allah's power. Prophet Ibrāhīm's story inspires believers to stay firm in their beliefs and trust Allah's guidance and protection. His unwavering faith teaches us the transformative power of trust in Allah, even in the face of challenges (Qur'an 21:69-70).
- b. **Courage and Conviction:** Prophet Ibrāhīm demonstrated remarkable courage by openly challenging his society's prevailing beliefs and practices. He fearlessly confronted his people and questioned the legitimacy of their idols, inviting them to worship Allah alone. Despite his potential backlash and opposition, Prophet Ibrāhīm remained steadfast in his conviction and stood up for the truth. The Qur'anic account (Qur'an 6:74-83) highlights his unwavering commitment to monotheism and his courage to challenge the status quo. Prophet Ibrāhīm's courage inspires believers to stand up for what is right, even in the face of adversity, and to promote the worship of Allah alone (Qur'an 6:74-83).
- c. **Compassion and Empathy:** Prophet Ibrāhīm's compassion and empathy towards his father, despite their differing beliefs, serve as a profound example for leaders. He did not sever ties with his father or treat him with hostility, but





instead, he supplicated to Allah, seeking forgiveness and guidance for him. This compassion demonstrates Prophet Ibrāhīm's understanding and empathy towards his father, recognizing that everyone has their journey and struggles. Leaders can learn from this example by embracing compassion and empathy, even towards those with different beliefs or perspectives. Rather than alienating or attacking others, leaders can strive to understand their viewpoints, engage in meaningful dialogue, and show empathy toward their concerns and struggles. Prophet Ibrāhīm's approach highlights the importance of maintaining relationships and displaying compassion, even amid disagreement, fostering understanding, and promoting harmony in diverse communities.

- d. **Inclusivity and Tolerance:** Prophet Ibrāhīm's welcoming and hospitable nature towards guests, even when they were disguised angels, highlights the importance of inclusivity and embracing diversity. By extending a warm welcome and providing for their needs, he demonstrated a sense of acceptance and created an environment where everyone felt valued. This act serves as a reminder for leaders to foster inclusivity, treat others with kindness, and create a sense of belonging within their communities or organizations. Embracing diversity and practicing hospitality can lead to unity and collective growth (Qur'an 51:24-28).
- e. **Patience and Perseverance:** Prophet Ibrāhīm's journey of patience and perseverance in his desire for a child exemplifies his unwavering trust in Allah's timing and plan. Despite facing the challenge of infertility, he never lost hope and continued to supplicate to Allah, seeking His blessings and mercy. Through his unwavering patience, Prophet Ibrāhīm was eventually granted the gift of Prophet Ismā'il (Ishmael) as his son. This story is a powerful reminder for leaders to maintain patience and trust in the face of difficulties, under-



standing that perseverance and reliance on Allah can lead to fulfilling their aspirations and goals.

## 6. HINDRANCES TO GOOD LEADERSHIP

- a. **Arrogance and Pride:** Islamic leadership emphasizes the importance of humility and modesty while addressing the challenges of arrogance and pride. Leaders who exhibit these qualities are more approachable, open-minded, and receptive to the needs of their followers. They recognize their limitations, value the contributions of others, and create a positive work environment. Islamic leaders constantly evaluate their intentions, seek self-improvement, and strive to maintain a balanced perspective. By embodying humility and modesty, leaders can build trust, inspire others, and effectively address the needs of their followers.
- b. **Injustice and Oppression:** Injustice and oppression pose significant challenges to effective leadership from an Islamic perspective. Islamic leadership emphasizes the importance of justice and fairness, and leaders who engage in unjust practices or oppress others undermine trust and unity within the community. Islamic teachings emphasize social justice, where individuals are treated equitably and given equal opportunities. Leaders are expected to act as agents of justice, upholding the rights of all individuals and establishing a just social order. Leadership in Islam is about servitude, responsibility, and accountability, and leaders are held responsible for their actions. Islamic leaders are encouraged to constantly evaluate their decisions, ensuring they align with the principles of justice and compassion. By upholding justice and fairness, leaders inspire trust and unity and contribute to the development of a just society.



- c. **Lack of accountability:** It is a significant challenge that can hinder effective leadership. Islam emphasizes the importance of transparency and accountability in all aspects of life, including leadership. When leaders are not held accountable for their actions and decisions, they may misuse their power and neglect their responsibilities. Islamic teachings encourage leaders to be open, honest, and willing to answer for their actions. Leaders should be transparent in their decision-making processes and be able to justify their choices to those they lead. Accountability helps maintain trust and integrity within the community. To address this challenge, Islamic leaders should establish mechanisms that promote transparency, such as regular reporting, consultation with stakeholders, and oversight bodies. They should also create an environment where individuals feel comfortable expressing concerns and providing feedback without fear of reprisal.
- d. **Lack of Consultation:** Consultative leadership, known as *shūrā* in Islam, is highly valued as it encourages leaders to seek input and counsel from others in decision-making. Leaders who make decisions without consulting their followers or disregarding their opinions face challenges in gaining support and trust. In Islam, consultation is seen as a means to include diverse perspectives and tap into collective wisdom. Islamic leaders should create an environment that fosters open dialogue and active participation, allowing collaboration, consensus-building, and informed decision-making. By embracing consultative leadership, leaders demonstrate humility, respect for others' opinions, and a commitment to justice and collective welfare.
- e. **Ethical Lapses:** Leaders who engage in unethical behavior, such as dishonesty, corruption, or bribery, undermine their integrity and credibility. Islam places great emphasis on upholding strong moral values and ethics in leadership.



Islamic teachings encourage leaders to be honest, transparent, and trustworthy. Leaders who adhere to ethical principles gain the trust and respect of their followers, fostering a positive and harmonious environment. Upholding moral values and ethics in leadership ensures fairness, justice, and accountability, creating a foundation for effective and responsible leadership by Islamic teachings.

- f. **Lack of Vision and Guidance:** Leaders who lack a clear vision or fail to guide their followers face challenges in inspiring and motivating others. In Islam, leaders are encouraged to have a clear vision aligning with Islamic principles and to guide those they lead. A clear vision serves as a roadmap for the organization or community, outlining goals and objectives that align with Islamic values. By communicating this vision effectively and providing guidance, leaders can inspire others to work towards a common purpose and achieve success. Islamic leadership emphasizes the importance of leading by example and providing guidance based on moral and ethical principles, which helps to foster a sense of direction, unity, and purpose among the followers. By having a clear vision and providing guidance, leaders can empower and motivate their followers to work towards shared goals and contribute to improving the community or organization.

## CONCLUSION

Islamic leadership is a concept that encompasses various aspects of life, reflecting the values and principles of Islam. It emphasizes the importance of moral integrity, justice, compassion, divine guidance, consultation, and collaboration. Islamic leaders are expected to uphold high moral standards, ensuring transparency, honesty, and humility in their actions. They are entrusted with the respon-



sibility of establishing just systems that treat all individuals with fairness and equality, fostering environments of social harmony. Compassion and empathy play a vital role in Islamic leadership, as leaders are called to understand and address the needs of their communities. Seeking divine guidance through prayer and reflection is crucial for leaders to make informed decisions aligned with Islamic teachings. Moreover, leaders are encouraged to engage in consultation and collaboration, valuing diverse perspectives and harnessing collective wisdom. By embodying these principles, Islamic leaders can inspire positive change, promote social welfare, and contribute to the betterment of society.<sup>1</sup>

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