Acknowledgement

PREFACE

The idea of this book originated while attending courses on leadership at the Faculty of Education of Memorial University of Newfoundland. Both authors agree that a study of Islamic principles on leadership in light of modern theories can provide new models that will benefit both Muslims and non-Muslims. Our study of leadership in Islam in light of new leadership literature shows that the teachings of Islam embody many of the concepts of modern leadership theories. The leadership model that we have developed in this book is rooted in an Islamic value system but addresses modern needs for leadership.

We hope that this book will satisfy two objectives: help Muslim readers to appreciate the richness of their culture, and introduce aspects of Islamic thought on leadership to non-Muslim readers. We also hope that the leadership model developed in the book will provide the framework for training programs to train young Muslims to become the leaders of tomorrow.

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PREAMBLE

In this book, reference is made to a number of books written by early Muslim scholars. It is difficult, in some cases, to find the exact date for the original text. Approximate dates used in the literature are used here. Three exceptions for this rule are used, the texts by Al-Jawziyyah (1313/1373), Muslim (817/874), and As-Souoti (d. 1505) where we used the birth and death dates of the authors in the first two and the death date for the last one.

Two main sources for the English interpretation of the Quran have been used. These are the interpretations by Abdel-Haleem and Malek. When the interpretation used is different from these two sources, verses are referenced by chapter (Surah) and verse numbers in square brackets.

INTRODUCTION

This book has two objectives. The first objective is to examine Islamic literature and practice of leadership in light of modern leadership theory. The second objective is to develop a modern Islamic leadership model that can be used as a basis for leadership training. Parallels between concepts of Islamic leadership and the constructs of modern leadership theory will be drawn. Differences will be discussed. The sources for Islamic leadership "theory" are the Quran[1], the tradition[2] of the Prophet (pbuh)[3], the biographies of the early Muslim leaders, and the Islamic literature on leadership. The source for modern leadership theory is the open literature on leadership.

The plan of the book is to review modern leadership

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(1) Muslims believe that the Quran is the literal word of God revealed to His Prophet Mohamed (pbuh). The Quran was revealed over a period of twenty three years and was documented in writing as it was revealed.

(2) Generally referred to as *Sunnah*

(3) Muslims use the sentence: Peace be upon him (pbuh), every time they mention any of the Prophets of God in general, and the Prophet of Islam in particular.

theories first. This is done in Chapter 1. In the review of modern leadership theory we focused on the following: the meaning of leadership, the development of leadership models, the types of leadership. The dimensions of leadership, and the relationship between power and leadership were also discussed.

Islamic literature and practice is reviewed in Chapter 2. In this chapter, the Arabic terminology of leadership and the nature of leadership in Islam are discussed. Examples of leadership in the Quran as well as early Islamic organizational structures are presented. Political leadership was briefly reviewed.

In chapter 3, the relationship between Islamic leadership principles and the constructs of modern leadership theory is examined. Differences and similarities between the two will be outlined. The following topics are used as bases for the comparison: dimensions of leadership, types of leadership, leader follower relationship, leader's characteristics, and relationship between power and leadership.

In Chapter 4, a framework for an Islamic leadership model is suggested. This model provides a formulation for the dimensions of effective leadership and the operating principles that should be followed by the leader. This model can be used as a basis for developing practical leadership training programs. The training programs can be tailored to the specific needs of the intended group.

It should be noted that discussions of the characteristics

and behavior of Islamic leaders started more than 1400 years ago with the revelation of the Quran, while modern leadership research started in the twentieth century. Early Islamic literature did not formulate a "theory" as such, but was more concerned with the traits and behavior of the leader. This literature discussed the traits of an Islamic leader, however, there was no implication that "leaders are born." Instead, it was implied that these traits can be easily acquired through the proper training.