

**Leadership Development in the Light of
Seerat-un-Nabi (PBUH)**

**Thesis for M.Phil
Islamic Thought and Civilization**



Session 2013-2015

Submitted by Supervised by

Muhammad Rafi

Dr. Mumtaz Ahmed Salik

ID13008086015 Professor

**Department of Islamic Thought and Civilization
SCHOOL OF SOCIAL SCIENCES AND HUMANITIES
UNIVERSITY OF MANAGEMENT AND
TECHNOLOGY**

M.Phil Thesis Leadership Development in the Muhammad Rafi
Light of Seerat-un-Nabi(PBUH) Session 2013-2015



Dedication

This writing is dedicated to
Prophet **MUHAMMAD** (PBUH)
Who
Was assigned to teach humanity
“The way to excellence”
In this world and the Hereafter

Words of thanks

To write anything about The Holy Prophet (PBUH) is a matter of great pride but also a big responsibility. I am most thankful to Allah Almighty who granted me an opportunity to carry out this work

My thanks are also due to all of my teachers of M. Phil. Dr. Mohammad Amin, Dr. Amjad Waheed, Dr. Qalab-e-Bashir Khawar Butt, Dr. Muhammad Tahir Mustafa and Dr. KhaliqurRahman, who taught me with love and affection, the method of carrying out this work. My special thanks are due to Dr. Mumtaz Ahmad Salik, who encouraged and guided me at every stage of this assignment.

I am quite thankful to my family members, who have never complained for my involvement in carrying out such assignment, sometime even at the cost of their convenience. Their support is the gift which I always cherish.

In the end, if I have succeeded to convey something positive through this thesis, it is mainly the contribution of my *Mentors* mentioned above and if, there is any deficiency, it is due to my own shortcomings. I pray to Allah Al-Mighty to accept my efforts which are to get his pleasure.

Forwarding note

This is to certify that Mian Muhammad Rafi student of M.Phil Islamic Thought and Civilization University of Management and Technology has completed his thesis titled:

Leadership Development By Prophet Muhammad(PBUH)

He worked under my supervision on this thesis and remained in contact with methroughout the research for guidance.

I am satisfied with the quality of his work and allow to submit him thesis for the process of evaluation and examination for award of degree.

Dr. Mumtaz Ahmed Salik

PREFACE

It is an established fact that Human beings can't live in isolation, they have to live together as they are dependent on each other for fulfillment of their needs. Their greed is limitless as compared with the available resources. Everybody wants to have the maximum share, which results into conflicts.

If proper mechanism for timely resolution of such conflicts is not evolved, it develops into bigger mess. To ensure proper implementation of such conflict resolution mechanism, there is a need of an authority to ensure its fair working. Each Society consists of members having different abilities, ideas, views and Goals. Creation of consensus on the issues and their resolutions is difficult job and needs persons of certain specific capabilities among the societies to perform this essential task. These are the persons who are *leaders* and the result of their leadership affects their societies drastically (in an innumerable ways).

Same is the case among all clusters and sections within the societies, interest groups of the countries, tribes of the areas and the nations inhabiting this planet. Their mutual, internal and external conflicts resolution, as well as, achievement of developmental goals is dependent on the role of their leaderships.

Development goals are must to use the resources at hand in an efficient way so that the ever increasing future demands are fulfilled satisfactorily. Leaders bear the responsibility to visualize the goals, create consensus on them and mobilize efforts to achieve them.

World history narrates the stories of wars and peace, victories and defeats, prosperity and sufferings, all the result (directly or indirectly) of the vision, abilities and actions of leadership of their times.

With the invention of machine the speed of development has accelerated tremendously. The resultant positive and negative effects of this development on the globe depend on the role of present leadership. Outcome of previous two to three centuries are mixed. On the one side abundant resources have been exploited to facilitate ease, rather, luxury of living. Advancement in cure and prevention of diseases is impressive, fast means of travelling and communication there by reducing the distances and connecting the far flung lands, while on the other side an unprecedented development of destructive machines and tools have put

the globe on toes to avoid any accident which may result in to a catastrophe. Exploitation of natural resources irresponsibly and hype of consumerism is touching dangerous limits.

Cruel Colonization of almost all the globe during 18th and 19th century, major conflicts such as two world wars and use of atomic arsenals during 20th century are sufficient warnings for the human race to develop as early as possible a responsible leadership at the global level who can evolve a workable strategy for the establishment of just societies, fair distribution of resources, mutual respect and honorable mechanism of conflict resolution based on principles of equality, fairness and justice.

In the known history different leaders, statesmen, philosophers, thinkers and educationists have suggested different theories to run the affairs of societies which they thought were appropriate at that point of time. One going through these theories, very interestingly notices the differences and similarities among them. When analyzing these proposed solutions one must keep in mind the circumstances and stage of human history when the proposers suggested them. LAU TSU, s “*Tao TeChing*”, and CONFUCIUS, S “*Analects*” of 6th century BCE from china, SOCRATES suggestion of “*philosopher king*” during 5th century BCE, in Greek, and Machiavelli’s advice to the Florence leadership through “*The Prince*” have a lot of food for thought for leadership of this day. These are to be considered keeping in view the time of their initiation.

Though it is a matter of great satisfaction that with the passage of time, participation of maximum members of the societies in running of collective affairs has been realized but it is still too early to claim that, in near future an evolvement of system based on equitable welfare of all the constituents of the globe is in the sight.

Realization of urgency for establishment of a “*just world order*” based on mutual cooperation, fairness, justice and equality, as a result of two world

wars during last century, was the basis of formation of “LEAGUE OF THE NATIONS” and later on “UNITED NATIONS”.

Charter of UN is very attractive and to some extent it helped in resolution of quite a number of international conflicts but most of the reformation targets fixed from time to time by the world leadership could not be achieved. Conflicts among the nations are on increase. A large numbers of human beings are dying of hunger, in spite of huge increase in production of food crops. More than one third of world population is below poverty level. Concentration of wealth in few hands is on rise creating hatred in different sections of the societies. Ethnic and religious differences are resulting in to breakage/disruption of law and order. Pre-emptive military attacks with huge collateral damages are nurturing extremism. These all are the symptoms of want of visionary leadership at national as well as international level.

In the market there are thousands of books on the leadership, its importance and requirement for this cyber age. Political, economic and social challenges are being discussed and the needed qualities and development of suitable leadership to tackle these issues is being explored. Related Classical literature is being consulted along with the scholarly works of present times.

Challenge is very serious, multidimensional and collective. Need of the time is to rise above all the personal and national prejudices for use of collective wisdom, in devising a mechanism, which can ensure equitable system of use of all the available resources for the welfare of humanity at large so that conflicts can be curtailed. It is high time to consult all the visionary literature and resources of world civilizations and use the collective wisdom to meet the challenge of establishment of just society.

Islam claims that, it is “*The Way of Life*” prescribed by Allah Al-Mighty for humanity. In the wording of Quran:-

”إِنَّ الدِّينَ عِنْدَ اللَّهِ الْإِسْلَامُ“⁽¹⁾

“The true religion with Allah is Islam”

It further claims that this is *The Best Way*.

إِنَّ هَذَا الْقُرْآنَ يَهْدِي لِلَّتِي هِيَ أَقْوَمُ⁽²⁾

“Verify this Qur'an guides to the Way that is the Straight most.”

Not only this, it warns that any deviation from this proposed “Straight Way” will result into disaster for mankind.

وَأَنَّ هَذَا صِرَاطِي مُسْتَقِيمًا فَاتَّبِعُوهُ وَلَا تَتَّبِعُوا السُّبُلَ فَتَفَرَّقَ بِكُمْ عَن سَبِيلِهِ ۚ ذَٰلِكُمْ وَصَّاكُم بِهِ لَعَلَّكُمْ تَتَّقُونَ⁽³⁾

Verify, this is my way, leading straight: follow it: follow not (other) paths: they will scatter you about, from His (great) path: thus doth He command you, that, ye may be righteous.

Life of the **Prophet (PBUH)** has been prescribed as a *Role Model* for the *Humanity* for the establishment of system based on divine guidance.

لَقَدْ كَانَ لَكُمْ فِي رَسُولِ اللَّهِ أُسْوَةٌ حَسَنَةٌ لِّمَن كَانَ يَرْجُو اللَّهَ وَالْيَوْمَ الْآخِرَ وَذَكَرَ اللَّهَ كَثِيرًا⁽⁴⁾

“Ye have indeed in the Messenger of Allah a beautiful pattern (of conduct) for any one whose hope is in Allah and the Final Day, and who engages much in the Praise of Allah.

Other than Quran historians of today, rank the Prophet (PBUH) as the most influential person of the (Human History). Professor Michael Hart writes:

“My choice of Muhammad (PBUH) to lead the list of world’s most influential leaders may surprise some readers and may be questioned by others, but he was the only man in the history who was supremely successful on both the secular and religious levels. It is probable that the relative influence of Islam has been larger than the combined influence of Jesus Christ and St. Paul on Christianity. It is the unparalleled combination of secular and religious influence which I feel entitles Muhammad (PBUH) to be considered to be the most influential single figure in human history.”⁽⁵⁾

Well versed with the dynamics of global challenges, Sir Bernard Shaw predicted:

“If any religion had the chance of ruling over England, nay Europe within the next hundred years, it would be Islam.”⁽⁶⁾

On the role of leadership, in the light of present scenario, American psychoanalyst, Jules Masserman, says:

*“Leaders must fulfill three functions: **Provide** for the wellbeing of the led. **Provide** a social organization in which people feel relatively secure. **Provide** them with a set of beliefs.....People like **pasture and Salk** are leaders in the first sense. People like **Gandhi and Confucius**, on one hand, and **Alexander and Caesar** on the other hand are leader in the second and perhaps the third sense. **Jesus and Buddha** belong in the third category alone. Perhaps the **greatest leader of all time was Muhammad**, who combined all three functions. To a lesser degree Moses did the same.”⁽⁷⁾*

Keeping in view the above cited opinions of the learned thinkers on the leadership requirements of today and relevance of the outstanding deliverance of Muhammad (PBUH), it is a must to dig deep in to his teachings and life pattern to get guidance for the solutions to burning issues facing humanity.

Period of early Islamic history during which the affairs of a vast area of the inhabited world were managed by the prophet (PBUH) and his Rightly Guided *Khulafa*, is referred by Muslims, as the excellent model, applicable, all the times to come, for the humanity to get rid of transgressions. He himself and Leaders produced by him used to consider themselves as servants of the public at large and duty bound to ensure administration of justice in all spheres of life. Such a model state was established by Muhammad (PBUH) in an area and among the people who were considered uncivilized, backward and illiterate. Professor **Krishna Rao's** tributes:

“To the Arabs, who had fought for forty years on the slight provocation that a camel belonging to the guest of one tribe had strayed into the grazing land belonging to another tribe and both sides had fought till 70,000 lives had been lost; threatening the extinction of both the tribes, to such furious Arabs the prophet of Islam taught self-control and discipline to the extent of praying even on the battle field. In an age of barbarism, the battlefield itself was humanized

and strict instructions were issued not to cheat, not to break trust, not to mutilate, not to kill a child or woman or an old man, not to hew down date palm or burn it, not to cut a fruit tree, not to molest any person engaged in worship.⁽⁸⁾

DECLARATION

I Muhammad Rafi student of M.Phil Islamic Thought and Civilization at University Of management and Technology Lahore, do hereby solemnly declare that the thesis entitled:

Leadership Development in the Light Of Seerat-Un-Nabi

Submitted by me in partial fulfilment of M.Phil degree in Islamic thought and civilization is my original work and has not been submitted or published earlier. I have been taking every necessary guidance on every step from my worthy supervisor.

Signature-----

(Muhammad Rafi)

Table of Content

Preface.....	1
Chapter One:Leadership and Its Importance	
1.0 Leader.....	8
1.0.1 Linguistic Meanings	8
1.0.2 Conceptual Meaning	9
1.1 Leadership.....	9
1.1.1 Literary Meaning	9
1.1.2 Conceptual Meaning	11
1.2 Importance Of Leadership.....	13
1.2.1 Vital need of the society.....	13
1.2.2 Important function of Management	15
1.3 Leadership Traits	16
1.3.1 Lao Tsu.....	16
1.3.2 Confucius.....	17
1.3.3 Socrates.....	18
1.3.4 Nicolo Machiavelli.....	18
1.3.5 Mao Tse-Tung.....	20
1.3.6 Contemporary Thoughts	20
1.4 Leadership Theories	22
1.4.1 The Great Man Theory	22
1.4.2 Trait Theory	23
1.4.3 Behavior Theories	23
1.4.4 Contingency Theories	24
1.4.5 Transactional Theories	24
1.4.6 Transformational Theories	25
1.4.7 Emerging Leadership Theories	25

1.5	Leadership: An Islamic Perspective	26
1.5.1	Leadership At All Levels	26
1.5.2	Importance Of Leadership	26
1.5.3	Responsibilities of Leaders and Followers	27
1.5.4	Qualification for Leadership	30
1.5.5	Qualities Of Leadership In Islam	30
1.6	References.	33

Chapter Two: Leadership Development

2.0	Need of Leadership Development	37
2.1	Leadership Development Process	39
2.2	Steps in Leadership Development	41
2.2.1	Identification of Potential Persons	41
2.2.2	Education and Opportunities	42
2.2.3	Guidance From Seniors	42
2.2.4	Initiation of New Activities	43
2.2.5	Resemblance with Diamond Formation	43
2.2.6	Exposure to lead.	44
2.2.7	Large Scale Growth.	45
2.2.8	Seven Growth Principles.	47
2.3	Leadership Qualities: Psychologists' View	48
2.4	Mentoring	49
2.4.1	Mentor: Derivation and Functions	49
2.4.2	The Origin	49
2.4.3	The Procedure.	50
2.4.4	An Exemplary Case	50
2.5	Islamic Point Of View	51
2.5.1	Identification of Potential	51

2.6	References	53
------------	-------------------------	-----------

Chapter 3: Challenges of Contemporary Leadership

3.1	Political Challenges	56
3.1.1	Absence Of Visionary Leadership	57
3.1.2	Election Funds Affecting Leadership	57
3.2	Social Problems	57
3.2.1	Unprecedented Divorce Rates	57
3.2.2	Children at risk	58
3.3	Economic Challenges	58
3.3.1	Unequal Distribution Of Wealth	58
3.3.2	Love Of Money	60
3.4	Environmental Challenges	61
3.4.1	Problems left over by the industrial era	61
3.4.2	World getting hot, flat and crowded	61
3.5	Sum Up	62
3.6	References	64

Chapter 4: Leadership Development by Prophet (PBUH)

In Makkah

4.1	Section One : 1st To 3rd Year	
4.1.1	First Revelation.	67
4.1.1.1	Realization of Responsibility	70
4.1.1.2	Mission Defined	71
4.1.1.3	Methodology	71

4.1.1.4	Instruction for Followers.....	73
4.1.1.5	Message Spreads.....	73
4.1.2	Team Building.....	75
4.1.2.1	Gradual Process.....	75
4.1.2.2	Reinforcing Each Other.....	76
4.1.2.3	Brotherhood.....	76
4.1.2.4	Patience.....	77
4.1.2.5	Interaction.....	77
4.1.2.6	Mutual Obligations.....	77
4.1.2.7	Education through Personal Contacts.....	78
4.1.3	Establishment of Education and Training Center	
4.1.3.1	First Bloodshed in Islam.....	78
4.1.3.2	Dar-E-Arqam.....	79
4.1.3.3	Multiple Educational Activities.....	79
4.1.3.4	Quran: BasisOf Training.....	80
4.1.3.5	Essentials of The Prophet’s Call.....	80
4.1.4	Sample Revelations.....	81
4.1.4.1	Tahajjudand Self-Control.....	81
4.1.4.2	Prevailing Situation.....	84
4.1.4.3	Glimpses ofFuture.....	85
4.1.4.4	Meeting his Lord.....	86
4.1.4.5	Reward or Punishment.....	86
4.1.5	Attitude ofCompanions.....	87
4.1.6	A Review ofProphet’s Mission.....	88
4.1.6.1	Greatness ofMission.....	90
4.1.6.2	Progressive Approach.....	91
4.1.6.3	Quality Product.....	93
4.1.7	References.....	95
4.2	Section Two: 4th To 13th Year	

4.2.1	The Message Sought Wider Audience	100
4.2.1.1	New Developments.	101
4.2.1.2	Family Feast	102
4.2.1.3	Mount Safa.	103
4.2.1.4	The Challenge	103
4.2.1.5	Lessons For The Followers	104
4.2.2	Revelation Continue.	105
4.2.2.1	God's Goodness And Power	105
4.2.2.2	The Return to God for Judgment	107
4.2.2.3	Man's Response- Gratitude And Worship	108
4.2.2.4	Man's Response to God-Generosity	108
4.2.2.5	Condemned Approach	109
4.2.2.6	Award According To The Deeds	109
4.2.2.7	Warning For Makkans Through An Example	109
4.2.2.8	Selfishness Condemned	110
4.2.2.9	Attitude of Successful Individuals	110
4.2.2.10	Right versus Wrong Attitude.	110
4.2.2.11	Love of Money- Trap for a Man	111
4.2.2.12	Selfish and Unjustified Attitudes	111
4.2.2.13	Advice for Prophet (PBUH) and Believers	112
4.2.2.14	Effects of Revelation on the Muslims	113
4.2.3	Advancing To The Next Front- Open Criticism	113
4.2.3.1	Quran and Idol Worshiping	113
4.2.3.2	Makkah Consultative Assembly.	115
4.2.3.3	Failure Of Meccan Strategy.	116
4.2.3.4	Other Strategies Adopted By Quraish.	116
4.2.3.4.1	Ridicule.	116
4.2.3.4.2	Baseless Objections.	117
4.2.3.4.3	Few Other Ridiculous Objections	117
4.2.3.4.4	Negotiation to Compromise	118
4.2.3.4.5	Pressure through Abu-Talib.	119
4.2.3.4.6	Try To Bribe.	120

4.2.3.4.7	Quite a Number of Attempts	121
4.2.3.4.8	Cultural Episode.	122
4.2.4	Persecution.	122
4.2.4.1	Persecution Of Well To Do Believers..	124
4.2.4.2	Men onthe Street Insulted Muslims.	124
4.2.4.3	Outsiders Not Spared	125
4.2.4.4	Most Terrible Day	126
4.2.4.5	Filthy Tricks.	127
4.2.4.6	Shameful Acts Relatives and Neighbors	127
4.2.5	Prophet's And His Followers' Response	128
4.2.5.1	Leader Speaks To Leaders In Making	129
4.2.5.2	Special Breed	134
4.2.6	Migration toAbyssinia.	135
4.2.6.1	Permission to Migrate	135
4.2.6.2	Hearts of Diehard Opponents affected.	136
4.2.6.3	Leader Presents the Case	136
4.2.6.4	Message Spreads in Abyssinia.	138
4.2.7	Boycott of Prophet's Family	138
4.2.8	Death of Dear Ones ofThe Family	139
4.2.9	Prophet's Search For An Alternate Centre	139
4.2.9.1	Trip to Taif.	139
4.2.9.2	Offer toOther Tribes.	140
4.2.9.3	Yathrib Responded Positively.	141
4.2.9.4	First Aqaba Pledge	141
4.2.9.5	Second Aqaba Pledge	142
4.2.10	Decision of Migration To Medina.	143
4.2.10.1	Decision Implemented.	143
4.2.10.2	Quran Provided The Basis Of Muslim Society.	144
4.2.10.3	Quran Source of Strength and Endurance	145
4.2.11	Revelation during the Period	147

4.2.11.1	Case History Of Two Past Nations.	147
4.2.11.2	SunnahofCompanions of Past Prophets.	149.
4.2.11.3	An Important Advice	150
4.2.11.4	A Classic Muslim Character	151.
4.2.11.5	Daring Threats Of The Tyrant Of The Past	152
4.2.11.6	Testing, a Must	152
4.2.11.7	Allah Helps Those Who Strive	153
4.2.11.8	Inviting Intellect	153
4.2.11.9	NoneHas The Right To Lie On God.	154
4.2.12	Factors Inspiring Patience And Perseverance	154
4.2.12.1	Unshakeable Belief In Allah.	154
4.2.12.2	Love for Leadership	155
4.2.12.3	The Sense of Responsibility	155
4.2.12.4	Unwavering Belief In The Truth Of The Hereafter.	155
4.2.12.5	The Quran.	155
4.2.12.6	Glad Tiding Of Success	156
4.2.13	Achievements In Mecca.	155
4.2.14	References.	159

Chapter 5: Leadership Development inMadinah

5.1	Preparations Started In Mecca.	168
5.1.1	Transitional Period	169
5.1.2	First Covenant.	169
5.1.3	Second Covenant.	170
5.1.4	No False Promises.	171
5.1.5	Planning andExecution ofHijrah Episode.	172
5.1.6	Sharing the Responsibilities	172
5.1.7	Seeking Allah’s Pleasure	173
5.1.8	Advance Looking.	173
5.1.9	Islam Stands For Ammanah.	173.

5.2	Prophet in Madinah	174
5.2.1	Thinking Big.	174
5.2.2	Excellent and Comprehensive Advice.	176.
5.2.3	Sequence of Events in Madinah.	176.
5.2.4	Clarity on Leader-Follower Relation	177
5.2.5	Building Of Education and Training Center	178
5.2.6	Participation In Construction Activities	179
5.3	Training Of Companions In Madinah.	180.
5.3.1	Formal and Informal Education	180.
5.3.2	Education Activities in Prophet's Mosque	181
5.3.3	Love For Learning.	182
5.3.4	Expansion Of Education Activities	184
5.3.5	Outside Madinah.	184
5.3.6	Duty To Educate Neighbors.	185
5.4	Long Term Target.	185
5.5	Building of Cohesive Team	186.
5.5.1	Pairing Ansar and Muhajireen.	188
5.5.2	Instructions for Muslim Society	189
5.5.3	Respect for Neighbor.	190
5.5.4	Vices Condemned.	191
5.5.5	Self-Correction Mechanism For Vibrant Society	192.
5.6	Harmony Among Residents Of Medina	193
5.6.1	Madinah Charter.	193
5.7	Responsibility Of Leader	194.
5.8	Salah: The Most Effective Training Tool.	200
5.9	Administrative And Military Matters.	202
5.9.1	Administrative Matters	202
5.9.1.1	Right Person For the Right Job	206

5.9.1.2	Exposure To Challenges.	207
5.9.1.3	“Deputies of Prophet” In Madinah	208
5.9.1.4	Mushirs(Advisors)	209.
5.9.1.5	Governors for Different Areas	210
5.9.1.6	The Commanders of Expeditions.	210
5.9.1.7	Other Important Posts	211
5.9.1.8	Guidelines For The Leaders	211
5.9.2	Military Front	215
5.9.2.1	Military Preparation	217
5.9.2.2	Quran On Importance Of This Work	217.
5.9.2.3	Prophet’s Preparation of His Followers	221
5.9.2.4	Directions for the Field	225
5.9.2.5	Instructions to Commanders	226
5.9.2.6	No Leniency on Principles	230
5.9.2.7	Advice about Joint Resources	232
5.9.2.8	Guidance In The Field.	232
5.9.2.9	Beseeching Allah’s Help.	233
5.9.2.10	Standing by His People	233
5.9.2.11	Directions in the Fields	234
5.9.2.12	No Toleration of Basic Rules	236
5.9.2.13	Brilliant Delegation Decisions.	238
5.9.2.14	Special Instructions About Booty	238
5.9.2.15	Supervision and Accountability.	239
5.9.2.16	Questions an Clarifications	242
5.10	Future Leaders	243
5.11	References.	245

Chapter Six: Performance of Leaders Developed By Prophet (PBUH)

6.1	Hazrat Abu-Bakr (RT)	256
6.1.1	Crisis Management.	256

6.1.2	Policy Statement.	257
6.1.3	Bold and Right Decisions.	258
6.1.4	Islamic Principles of Leadership.	258
6.1.5	Sticking To Principles.	259
6.1.6	Decisions through Consultation.	259
6.1.7	Continuation of Policy.	260
6.1.8	Instructions to Functionaries.	260
6.1.9	Safety, Security and Moral Values.	261
6.1.10	Supervision of Government Officials.	261
6.1.11	Respect for Basic Human Values.	262
6.1.12	Crime Free Society.	262
6.1.13	Caring Minorities.	262
6.1.14	Equitable Wealth Distribution.	263
6.1.15	Leadership as Responsibility	263. . .

6.2 Hazrat Umar (R.A) The Second Caliph. 264.

6.2.1	Expansion Of Islamic Rule.	264
6.2.2	Consolidation of System.	265
6.2.3	Consultative Assembly.	265
6.2.4	General Assembly.	265
6.2.5	Consultation with Ordinary People.	266.
6.2.6	Public Welfare	266
6.2.7	Conscious of Duties	268. .
6.2.8	Humble Attitude	269
6.2.9	Regular Monitoring	269
6.2.10	Principal of Equality.	270
6.2.11	Accountability of Government Functionaries.	271
6.2.12	Elaborative Justice System	271
6.2.13	Ordinary Citizen Supported The System	273
6.2.14	Search for Truth.	273
6.2.15	Love and Respect for the Prophet	274 .
6.2.16	Objections Welcomed	274
6.2.17	Observance Of Merit.	275
6.2.18	Islam Stands For Salvation Of Mankind	276
6.2.19	Comprehensive Comment.	276

6.3 Caliph Omer2 Continued The Same Tradition . . 277.

6.4 Reference278

ConclusionsRecommendations 282

Conclusion 283

Recommendation 285

Bibliography 287

CHAPTER ONE

Leadership and Its Importance

Leadership is a must need of all the segments of society. May it be a home, tribe, business office, organization private or public, political party or national government, it can't function without leadership. Leadership always exists; however, it is not necessarily good and effective. In this chapter first we will look in to literal and conceptual meanings of leader & leadership and then their importance, traits, characteristics and related theories in brief.

Leader: word leader have its own meanings depending upon the situation and the context of discussion. Different literal and conceptual meanings of the word are:

