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THE INFLUENCE OF PROPHET MUHAMMAD’S LEADERSHIP STYLE ON CONTEMPORARY ORGANIZATIONAL PRACTICES

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ABSTRACT

The analysis of Prophet Muhammad’s (PBUH) leadership style as demonstrated in the Seerah and Hadith has got many implications on organizational practices today. First and foremost, deep devotion to ethical norms of leadership, consultative leadership (shura), compassion, and foresight are values that are pertinent in the Prophet’s leadership and are still useful in the modern world, especially considering the changing dynamics of the business world. Prophet Muhammad (PBUH), through his actions, foreshadowed that a person is best suited to take the role of a leader by first serving their followers - a depiction of what servant leadership is about. After all, it is the welfare and growth of the followers that is paramount. His emphasis on moral codes of conduct, impartiality and justice practiced in his society built trust and accountability among them; principles which are necessary for enhancing accountability and integrity in contemporary organizations. For instance, his endorsement of consultations and decision making as a group exercise provided a pedestal for participative leadership where different opinions were incorporated in the decision-making processes. His role of emotional and psychological aspects among his followers was demonstrated by his empathetic approach during his leadership. These are crucial, looking at the potential of followers becoming strong and committed teams. In addition to these traits, Prophet Muhammad (PBUH) possessed the characteristics of a prophecy leader that was able to foresee long term plans, which could be observed in the development of the social, political, and economic framework of the city of Medina that guaranteed the continuity of the Muslim Ummah. His tenacity and hard work even in difficult circumstances are good examples and easy lessons for today's leaders that need to survive in volatile business situations. These elements of Prophet Muhammad's leadership suggest a great model for contemporary leaders focused on the creation of sound, inclusive and efficient organizations. Implementing these principles in business, leaders are capable of creating an environment of trust, interaction, and nurturing development within the organizations.

Keywords: Prophet Muhammad, leadership style, servant leadership, ethical leadership, emotional intelligence, consultation, visionary leadership, resilience, organizational practices.

Introduction

The greatest leader in history is Prophet Muhammad (PBUH) who not only left religious legacy but also masterful governance, tactic in war and our society. The Seerah (biography) and Hadith (sayings and actions of the Prophet) meticulously document the leadership style of the man and his influence on modern leadership theories and organizational practice extends beyond Islamic teachings. Currently, there are principles that define an effective person in modern organizations like integrity, compassion, inclusiveness, and management of the up-and-down of the followers, which can be traced to the approach of animals acting as a leader by Prophet Muhammad (PBUH). This makes his model spiritual as well as secularly relevant if applied in managerial or organizational behavior contexts where commitment to justice, fairness and services to others are hallmarks of good leadership.

In contemporary organizations, leadership is mostly revolving around the potential of leaders to take their team towards the common goals, and fostering trust, as well as establishing the environment in which employees feel they are valued and motivated. These, Prophet Muhammad (PBUH) had shown through his moral authority, strategic foresight and deep empathy. As a political and military leader not only but also as a community builder, a conflict resolver, and a justice advocate. He connected whether it was social or economic, he even extended his leadership to all spheres of life even to the social e. Patience, wisdom, and consultation were Prophet Muhammad's (PBUH) qualities that made him a leader people loved and followed. Following his death his followers remained committed to his mission, a statement of the intense impact of his leadership (Lings 1983; Esposito 2010).

Today, with the growth of ethical leadership, inclusive management, and corporate social responsibility there has been a shift in that focus. In this increasingly complex, interconnected global environment businesses and institutions must look to the timeless lessons of Prophet Muhammad (PBUH) for leadership. By drawing primarily on the trust, shura (or consultation) and voting, fairness and servant leadership of the democratically elected council, he provides an effective framework for building sustainable organizations that flourish in different cultural contexts. Past research on ethical leadership has demonstrated that the Prophet's leadership was built on ethical principles that are highly relevant in today's world of increasing organizational accountability for financial performance and for their impact on society and inclusiveness and equalities in the workplace (Ahmed, 2007).

This paper examines the impact of Prophet Muhammad's leadership on modern practices of organization, specifically on the areas, such as the servant leadership, ethical leadership and inclusive decision-making. This analysis would show how leadership theories of today's time can be viewed as parallels of Donald Trump's leadership style and thus modern organisations can adopt these principles to drive employee engagement at the workplace, increase productivity and achieve long run success. Leadership model of Prophet Muhammad (PBUH) is the road map for modern leaders who want to inspire, motivate and create messengendous organisations with the most ethical standards in accomplishing meaningful social change.

Servant Leadership: Leading by Example

Embodiment of servant leadership was one of the most profound things about Prophet Muhammad's (PBUH) leadership. Contemporary leadership models such as transformational as well as servant leadership are built on this concept of leaders who serve their followers, not exerted power over them. According to Greenleaf (1977), the bases of Prophet Muhammad (PBUH)'s leadership lay in its human qualities such as humility and selflessness, qualities that contributed to Prophet Muhammad (PBUH)'s becoming an effective and admired leader. He showed by his life and actions his teachings and therefore created a trust and respect for his followers.

The construction of the Prophet's Mosque in Medina is one of Prophet Muhammad's servant leadership that is most illustrative of what I'm saying. He who, though the leader of the growing Muslim community, did not participate in such physical life, working as a companion. This act of humility added that leadership involves neither the exercise of authority nor the pretence of hierarchical superiority but the serving of the community and sharing in their burdens (Lings, 1983). His actions encouraged his companions and reminds us that true leadership is from service and that committed leadership means undertaking any task for the benefit of the community. This ethos accords with the type of servant leadership of the modern time, which proposes the main role which the leader takes over as the one to serve others in order to be able to achieve their maximum potential (Spears, 2004).

Servant leadership principles are among the most effective in the modern organizations for motivating employee's engagement, satisfaction and productivity. Eva et al (2019) studied that the leaders who take care of their employees and lead with empathy empower them with trust, loyalty and collaboration. These leaders have figured out that if they care for their team member's needs, support them in growing, and foster a feeling of belonging, they can create a more dedicated, and more insanely high performing workforce. The lesson for modern managers and executives is that even in Prophet Muhammad's (PBUH) time, we can build a loyal and committed following through our servant leadership approach.

Servant leadership as well calls for the long-term view of the organizational success. Leaders who lead their team limit their focus on employees and their development and wellbeing. The consequence of this approach is naturally higher retention rates, stronger organizational loyalty, and better overall performance. This practice of placing the needs of the community ahead of personal or organizational power is a key part of the Prophet's example and a continuing tenet in contemporary leadership (Winston & Fields, 2015). The lived and lived example of Prophet Muhammad's PBUH, shows us that servant leadership is really power. Central to 21st century models of contemporary leadership are his humility, his dedication to the well-being of others, his ability to invoke trust and loyalty, and his courage to bring out the best in people. In this modern age where empathy, employee wellness and ethical leadership are gaining ever increasing importance, Prophet Muhammad's style of leadership provides lessons about creating effective, engaged and sustainable teams.

Ethical Leadership: Integrity and Justice

Prophet Muhammad (PBUH) tends to put focus on ethical leadership as one of the core pillars of his leadership style. All through his life, he championed issues of fairness, equality and honesty which are some of the traits that guided him in accessing leadership both in the pre and post period of his prophecy. The leader was known for his exemplary honesty even before he got his revelation and was given the title Al-Amin (the trustworthy) by the gale. His level of integrity and truthfulness was of such a high standard that subjects put all their valuables into his custody as they were assured that justice will be respected over all (Esposito, 2010). Because of this ethical underpinning that he had, such principles of leadership and professionalism where justice and accountability are a norm even if the situation looks most unfavourable. He was always ethical since he dispensed and meted justice fairly whether the subject was a close relative, friend or an outsider.

This behavioural aspect of ethics seems to be more critical in contemporary organizational contexts since companies are increasingly held accountable for their ethical values and CSR policies. Ethical leadership breeds a climate of integrity and responsibility where employees feel sure that their leaders will make decisions in favour of the organization and society. The examples provided by Prophet Muhammad (PBUH) are perhaps the best standard in today's world for all those who wish to succeed in creating ethical environments. Additionally, recent studies bring repeatedly and clearly the issue of ethical leadership in order to implement the organizational culture. Ethical leaders do not only create and guarantee loyalty but also increase loyalty to the organization. This decreases the chances of unethical behavior of various kinds, harassment, and bribery and makes the work environment more favorable and effective (Bedi, Alpaslan, & Green, 2016). An ethical leader also instills a greater sense of ethics within the employees and this reinforces the sense of accountability among the employees. With the understanding and ideals espoused by Prophet Muhammad (PBUH), contemporary leaders will be able to create organizations that are not only commercially viable but also responsible in terms of its value and respect within the global society.

In the modern context, it is evident that the ethical leadership requirements of business leaders are higher than before as Prophet Muhammad's (PBUH) leadership sets the standard on how one can bring honour to their position. It is also obvious that a conscientious executive such as Prophet Muhammad (PBUH) works for the betterment of society, his life shows that ethical principles of leadership manifests the building of a people's trust and loyalty in such a leader which guarantees the success of the organization and the continuity of its impact throughout time.

Consultation and Inclusivity: The Role of Shura

Shura or consultation has been another focal element of Prophet Muhammad's leadership style. Instead of taking decisions all by himself, the Prophet would many a time consult his companions and take their words into consideration. This practice did not only enhance the community spirit but made it a point that every viewpoint was heard before a decision was made (Haque, 2015). Shura as a term also stands for

decision making, which is a core idea of organizational strategies such as participative leadership or inclusive management.

Involvement of employees in the decision-making process has always been linked to progressive organizational change and as a result a higher employee satisfaction level. As a result, senior managers can utilize the abilities and experience of their teams in order to find better and more efficient answers (Nembhard & Edmondson, 2006). The leadership style of Prophet Muhammad as fostered an environment where people relied on each other in order to generate ideas and therefore individuals are more willing to volunteer their opinion and skills.

Additionally, it can be seen from the practice of shura that it was very important for a leader to be humble. The Prophet never hesitated to consult with his people even though he was the one in charge. This is a somewhat needed characteristic in leadership in the contemporary world where leadership means being responsive to criticism from the followers (Owens & Hekman, 2012). This undermines a substantial amount of authoritarian leadership. Shifting the focus from authoritarian leadership to participative leadership contributes to the development of institutions that can respond faster to challenges posed in the constantly changing market.

Empathy and Emotional Intelligence

The leadership of Prophet Muhammad (PBUH) is additionally characterized by his high understanding and empathy on the emotional concerns of the constituency. His ability to relate with people on an emotional basis and appreciate their psychological state places him on an exceptional pedestal of emotional intelligence. He consoled and helped people who were in trouble, in grief or hardship, or had family issues enhancing trust and compassion in the community (Lings 1983). Satisfaction of emotional needs made his followers more together and loyal and created an atmosphere of being appreciated and cared about. This is the kind of leadership that seeks to combine practical advice with that which is aimed at the emotional state of the people.

Emotional intelligence is increasingly recognized as one of the key areas of leadership effectiveness in modern organizational settings. Beginning with giving emotion understanding and management capability first and foremost in dealing in highly complex issues of interpersonal relationships in career settings (Goleman, 1995). Leaders whose emotional intelligence includes empathy, compassion as well as understanding, tend to be more productive, are better team players, have broader perspectives, leverage diversity and help inspire their teams to be self-motivated and to put in their best efforts. Leader's examples and style, such as through the leadership of Prophet Muhammad (PBUH), can be beneficial to modern leaders showing them that offering empathy and emotional support is important not only for interpersonal relationships but also for organizations to thrive.

Additionally, Prophet Muhammad (PBUH) was imbued with emotional intelligence when he offered people active listening, and emotional support in times of difficulty and or crisis. He paid a lot of attention to the emotional component of his followers and made sure every single follower was seen and heard. It was important for the members and or teams to have strong well motivated leaders who genuinely cared for

them as people (Waddell, 2016). Such attributes are now part of the modern leadership construct especially in times when the work environment is changing fast and becoming more multicultural where emotional intelligence is needed more than ever to help mitigate workplace conflicts.

Besides developing healthy interpersonal connections, emotional intelligence in the leadership stature is said to result in improved employee satisfaction, retention and productivity. Emotionally intelligent leaders are better positioned to motivate their teams, maintain the balance within the workplace and navigate the organizations in difficult times. A never-ending instance of being able to use emotional intelligence in elevating the effectiveness of one's leadership is Prophet Muhammad's ability to sympathize with his followers, give them compassion and attention. Prophet Muhammad (PBUH) was a compassionate and emotionally intelligent leader and this approach is effective even for today's leaders. He shows us the value of reaching out to people when they are down and out, for example, by helping them through tough times or joining their enduring and steadfast teams. Organizations can now be transformed and further developed by trust using emotional intelligence, which minimizes disagreements and amplifies commitment.

Visionary Leadership: Long-Term Thinking and Strategic Foresight

The Prophet Muhammad (PBUH) had clear goals and great plans which displayed visionary leadership qualities and expanded on his mastery as a leader. His leadership did not only stop at responding to crises; he provided strategies for the long-term welfare of the Muslims' community, concentrating on ethical leadership and justice. One of the most insightful instances demonstrating his vision is the beginning of social, political, and economic organizations in Madinah that were designed to promote peace, fairness, and oneness of the people. The Medina Charter was a remarkable document in that it provided a working constitution for a heterogeneous society in which there were multiple religious ethnic groups and which sought harmony and respect amongst its people. (Armstrong, 2006). The society envisioned by the Prophet Muhammad, a society based on fairness, trust and accountability, is the society that millions of people through the world strive to reproduce today, which is part of the legacy that he left as a leader who had great vision.

In recent organizational trends, leadership with a global vision remains crucial particularly in this day and age when the world is changing at the quickest rate. It follows that leaders are foreseen to cope with the unknown all the while this unknown would further aid the organization in the distant future. Leaders like Prophet Muhammad (PBUH) epitomised this quality as they focus on the larger vision not only on the problems of today but on how best to ensure success tomorrow in the future. Leaders like him also tend to be able to anticipate the future and design elements that cater for the success goals of their community. In the context of modern society, visionary leaders are the ones who are able to provide their organization with a clear directional vision that is consistent with its core values and long-term plans (Nanus, 1992). As leaders, why do you need to look outside the box and round the corner, when leaders like Prophet Muhammed laid the groundwork and solved the issue in

Medina at the time knowing how Islam would unfold itself? He's saying that it was always there and it was just a rationale, the whole purpose of his actions was to reinforce that. The level of foresight and ability to establish deep foundations shows the qualities of visionary leadership. Looking at this makes it so much easier for modern leaders to go out lay visions and try achieving them regardless of the distressing times surrounding and clouding their goals.

Prophet Muhammad's order did not end with his death, rather it can be seen as life in him as a leader. He set such systems, for instance in Medina, that would grow and strengthen the Muslim Ummah (community) long after he was gone. Building systems so that organizations outlive their leaders is one of the lessons today's leaders must learn. Prophets leadership showed what adherence to long-range goals, ability to reconfigure understanding organization's strategical priorities and govern ethically can achieve. He can and should be regarded as an extraordinary leader regardless of the circumstances—military, humanitarian or political—as he is focused on achieving set objectives and adopts effective strategies to achieve them. Modern leaders should take his leadership as a good guide for what to do with their organizations to make them strong and this strong vision remains with the organization and fuels its members.

Conflict Resolution: Balancing Justice and Mercy

Conflict resolution principles of Prophet Muhammad (PBUH) as a leader are important especially in being able to render justice tempered with mercy. Mohammed is said to have on several occasions encourages the use of non-violent means when solving conflicts and more often negotiation, diplomacy and dialogue were used instead of fighting. His approach showed that leadership is not about the use of power but rather about finding ways of obtaining just and reasonable solutions which order and justice. One of the most famous examples of this is the Hudaibiyah Treaty that was signed between the Muslims and the Quraysh Meccan tribe. Even though his companions had initially resisted this decision saying the conditions were unreasonable, Prophet Mohammad endured, displaying wisdom and taking a long term view. Not only did the agreement eliminate violence at that particular time, it also guaranteed more cordial relations and agreement of a future strategic domination (Donner, 2010).

In contemporary workplaces, conflict management is just as important as ensuring harmony, trust and productivity. Leaders are put in situations where employees' fights break out, or even conflict between the teams exists. The way leaders choose to respond to the particular scenarios goes a long way in determining the general atmosphere in the workplace. A final lesson for contemporary leaders from the life of Prophet Muhammad (PBUH) is about the need to temper justice with mercy in the words of the group – that is, do not allow emphasis on fair processes and results to ignore the feelings of all the affected stakeholders. This sense of balance builds an atmosphere of trust and collaboration which is a prerequisite for any organization intending to be successful.

Leaders who are able to resolve conflicts through fairness and compassion as well as empathy are able to not only improve the provision of a constructive assistance and

positive organizational culture but also work environments that are less toxic (Ury, 1993). In contemporary business, where disagreements are unavoidable, Prophet Muhammad's (PBUH) perspective about resolving conflicts through negotiating and diplomatic efforts is of great significance. This way the leaders working under this approach bring about adjustment in the issues by keeping justice and empathy in mind, and thereby respect the feelings of the employees and understand their needs. This not only causes bitterness but also enhances team spirit and morale.

Tackling issues with justice and mercy in equal measures also helps make the decisions fairer and such grumbling is greatly reduced if there will be any in the future. A leader who possesses such characteristics can encourage their followers to have faith in their decisions in the most trying times. Modern leaders who utilize compassion and enjoin mercy in resolving disputes are able to pursue their goals successfully, resolve conflicts, create more friendly relations, enhance cooperation and foster the performance of the whole organization in affirmation.

Resilience and Perseverance: Leading Through Adversity

An additional distinctive feature, if one so many may call it, of Prophet Muhammad (PBUH) as a leader was his amazing ability to withstand and stand firm regardless of any hardship. The four genre classifies a time where Mount Arafat took place in the Hijrah Calendar Mecca, because this time was when the Quraysh tribe left no stone unturned in pursuit of a religion that doesn't even exist, his own people oppressed him uncontrollably. But regardless of the massive tribulations that lied in his way, Prophet Muhammad stood true to his cause of evolving and working for turning society into a just and integrated society. Such traits as working towards one's cause, being able to bear hardship, and being motivated towards the cause even during the toughest of times reflects a man of true leadership. (Khan, 2010)

Such capacity to take on responsibilities and rise above challenges is an important quality for contemporary leaders, especially in a conflict that is VUCA. No organization comes immune to the likes of market crashes, pandemics, natural disasters, and such that run alongside civilization itself. Which is why leaders of today make for great role models, as they're able to motivate and direct their teams through the thick and thin of uncertainty. It was a lack of perseverance and yielding to pressure that turned Prophet Muhammad and his believers into undefeatable forces and leaders of this world, and the same qualities can be found in modern leaders.

Leadership and resilience are interwoven, and all leaders throughout history have faced hardship, which gave them the opportunity to grow and expand their perspective, one such famous leader was Prophet Muhammad. His (PBUH) ability to focus on the prime principles and at the same time clearly foresee the outcomes allows contemporary leaders to learn from him. Perceiving challenges in one's life does not mean that one is perpetually rigid in their ways and tactics; it rather means they are ready to be flexible and make alterations as required but stick to the end goal. Such strategic resilience would help them overcome issues while maintaining focus on the bigger picture.

They remind us that purposeful vision, along with untiring determination and patience, can harness success even at the deepest stages of time when the even conception of success is hard, and during such times, embodying resilience becomes vital. More importantly, Prophet Muhammad's ability to inspire his followers through his words in Islamic teachings is one of the best examples of how a leader is inspired from within. Most importantly, it inspires leaders to be resolute and patient, and that a vision should not deviate amidst challenging times, as overcoming such challenge would set the foundations of new opportunities. Muhammad on the other hand kept proving throughout history how discipline and its embodiment is critical in delivering results. A true man of focus, class and determination, teaching us that challenges do not need to be faced head on but rather bypassed through resilience, empathy and guidance. All challenges stem from faith being tested, but to overcome it requires vision and purpose. The receptiveness found through the articulation of his teachings stems from address of care and empathy, rather than brute force.

Conclusion

The leadership example set by Prophet Muhammad (PBUH) has inherent lessons, which are useful in today's organizational practices. For him, leadership as a servant comes first whereby the wellbeing and empowerment of the followers is prioritized. His ethical character that dominated his conduct has relevance in fostering trust and accountability in organizations to date as it was based on fairness, honesty and justice. Prophet Muhammad's (PBUH) advocacy of 'Shura' or consultancy illustrates the need and relevance of participative leadership and its decision making processes where the views of other people are designed to come up with better ideas. Empathy and emotional intelligence, directed towards addressing the emotional needs of his followers, are also important for leaders who want to foster resilience and compassion in their people. Moreover, Prophet Muhammad's (PBUH) developmental goals adherence accompanied with strategic foresight can assist modern leaders who operate in volatile and uncertain environments. The demonstration of hope, persistence and achievement of good goals, which is evident in purpose and clear goals demonstrated by one's followers, is a useful asset in leadership where there is a need for resilience compelling leaders to do more. These attributes are very important when trying to lead the organization in the face of difficulties while at the same time looking for growth and not just survival. The Islamic Prophet Muhammad (PBUH) is seen as a person of great inspiration and example suitable for all times and cultures. The Prophet's leadership could be a template for today's managers who want to be ethical and inclusive while leading efficient organizations. Therefore, by applying the principles of Muhammad's leadership, today's leaders will allow for the development of trust, compassion, and innovation which will in turn make the institutions so constructed more effective and sustainable in the society and the entire world.

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