"Forum on Integrity, Just Nation and Trusted Generation"

(3 panelists including MKH) at AIKOL. Wed. 11, March 2020. 2.30 – 5pm. IIUM

Question 1: "Elaborate on the relationship between a Just Nation and Trusted generation with Corruption and Abuse of Power."

> **Answer:**
> A. There is a strong relationship between the lack of justice in society and integrity of political and government leaders with high incidence of corruption and abuse of power. The studies and surveys of **Transparency International** and the **Corruption Index** testify to this STRONG relationship.

B. A Just Nation is led by Just Leaders. Features of Just Leadership.

- ✓ LEADERSHIP BY EXAMPLE, WALKS THE TALK. ABHORS IMMORAL, UNJUST AND UNETHICAL BEHAVIOURS
- ✓ EXECUTING JUST DECISIONS WITHOUT PREJUDICES, EVEN IF IT IS AGAINST ONE'S OWN/FAMILY/GROUP/ETHNIC/RELIGIOUS INTERESTS, BASED ON MERITS AND PRIORITIES, NOT RELATIONSHIPS OR FAVOURS.
- ✓ PUTS THINGS/PEOPLE/ISSUES IN THEIR PROPER PLACES
- ✓ PROMOTES SOCIAL AND ECONOMIC JUSTICE
- ✓ UPHOLDS THE PRINCIPLES AND VALUES OF INTEGRITY, HONESTY, PROFESSIONALISM, TRANSPARENCY, AND ACCOUNTABILITY
- ✓ GOD-CONSCIOUS AND GOD-FEARING, BEARING IN MIND THE FINAL JUDGEMENT BEFORE GOD FOR ALL THEIR EARTHLY ACTIONS AND DECISIONS

C. In order to have a Just Nation with a Trusted Generation of Youth, the society and culture must be imbued with the values and principles of Justice and fairness, Equality before the law,

Honesty, Cleanliness, Decency and Respect, Compassion and Care for all human beings, natural environment and animals.

D. The Exemplary role of Government and political leaders is crucial. Leadership by example which abhors corruption, abuse of power, bribery, nepotism, cronyism, collusion, jingoism, authoritarianism, egotism and kleptocracy. Such a society, culture and leadership ought to be based on Faith in God, the Herafter and TAQWA and IHSAN.
The less the corruption and abuse of power the more just is the nation

QUESTION 2: "What are the common offences committed under the law on corruption, and what arec the common punishment?"

Answer:
A) bribery, extortion, kickbacks, graft, political funding, corruption, cooking of books, tax evasion techniques, buying of votes, distribution of material favours in the name of charity, etc.
B) Fines, imprisonment, caning. In China, death penalty.

QUESTION 3: "Is the law today sufficient and effectively enforced?"

> **Answer**: A) The laws need to be strenghtened to instil deterrence, fear and .... and enforcement of the laws must be improved.

QUESTION 4: "What are the strategies to deal with corruption, especially through education?"

> **Answer**:
> A). Appt of integrity officers, units and internal audit,
> B) Protect and Reward whistleblowers,
> C) Islamic religious education and conscientisation,
> D) Regular courses on the ethics of integrity,
> E) Promotion criteria to give high value to integrity and ethical conduct in addition to seniority.
>
> **LONG TERM SOLUTION**:
> 1. CHARACTER EDUCATION BASED ON IMAN, AKHLAQ, TAQWA AND MAHABBAH

PRINCIPLES AND VALUES. FROM SCHOOL TO UNIVERSITY. NON-FORMAL EDUCATION AND SOCIAL MEDIA WITH EMPHASIS ON INTEGRITY AND GOOD CHARACTER.

2. FUTURE POLITICAL LEADERS AND THOSE ASPIRING FOR POLITICAL LEADERSHIP HAVE TO UNDERGO COURSES ON:

A) GOVERNMENT AND POLITICS IN THEORY AND PRACTICE

B) UNDERSTANDING HOW "POWER TENDS TO CORRUPT, ABSOLUTE POWER CORRUPTS ABSOLUTELY"

C) DEVELOPMENT AND NURTURING OF "CORRUPTION-FREE" PERSONALITY

D) IMPORTANCE OF INSTILLING STRONG SPIRITUAL-ETHICAL FOUNDATION IN PERSONALITY, CULTURE, SOCIETY, GOVERNANCE AND POLITICAL INSTITUTIONS

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What Kind of Leader Are You? 8 [9] Common Leadership Styles (and Their Pros and Cons)

[To Me MKH:10 LEADERSHIP STYLES, Prophetic and Virtuous (Saalih) Styles. As for source of values and motivation – Qalb saliim, Iman and Taqwa God-fearing, Revelation and Reason. Bad leadership – corrupt, treacherous, kleptocratic, asabiyyah, jaahiliyyah, self-serving, egoistic, greedy, oligarchic, nepotistic, hypocritical, opportunistic,]

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*BY*KAT BOOGAARD

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Let's talk about leadership styles.

When we think about different types of leaders, it's tempting to group them into just two categories: good and bad.

Maybe there was that former boss who made you feel supported and inspired. And then there was also that manager who was so critical, they made you wonder if you were even qualified to handle the afternoon coffee runs.

Yes, those are two drastically different kinds of management. But here's the thing: Leadership isn't always so straightforward or black and white.

There are numerous styles of leadership that aren't inherently good or bad—they're just different. They all have their benefits and drawbacks, as well as their appropriate uses in certain scenarios.

Read on to find out why understanding your own approach matters, to get a breakdown of eight common leadership styles—along with their pros, cons, identifying characteristics—and to learn how you can change your leadership style.

What Is Leadership...Really?

Complete this sentence: "A leader is…"

What's your answer? Someone who's in a formal position of power? Whoever's ranked above you on the org chart? The person with the corner office and the higher salary?

Those might be the traditional perceptions, but it's important to recognize that *anybody* can be a leader. Yes, that means you, too.

Fundamentally, a leader is somebody who influences or guides other people through their own actions and behaviors. That might mean someone who's the designated head of a department. But make no mistake—having that seniority isn't a prerequisite.

Even if you're not managing a team on a daily basis, you might still have to step into a leadership role from time to time. Maybe you're spearheading an important cross-functional project or you have to host a meeting.

Those are opportunities for you to fulfill a leadership role and be looked to as an example. They're also moments when your own leadership qualities and style will bubble to the surface. So, don't write off these

approaches as something that don't apply to you just because you don't have a C-suite role.

Why Is it Important to Understand Your Leadership Style?

Before we jump right into the nitty gritty, there's one critical question that needs to be answered: *Why the heck do leadership styles matter?*

"Understanding how you lead and want to lead will give you a better sense of control over the size and scope of your reach and impact," explains Joyel Crawford, a Muse career coach and leadership development consultant.

"Bringing awareness allows you to take ownership and responsibility," adds Tara Padua, executive coach, entrepreneur, and startup advisor. "Our leadership style is a whirlpool of our values, our natural strengths and abilities, [and] our beliefs and experiences. Knowing your leadership style can help you align that whirlpool with your vision, goals, and even your organization's mission and vision."

Put simply, to have an impact as a leader, you need to be an effective one. And in order to be effective, you have to understand exactly where you're starting

from—as well as where you want to go. Knowing your current approach gives you a baseline that you can use to identify the improvements you need to make.

8 Different Leadership Styles (and Their Pros and Cons)

Here's the good, bad, and the ugly on eight common, "textbook" approaches to leadership.

These styles are based on the findings of several well-known leadership researchers (such as Karl Lewin, Bernard M. Bass, Robert K. Greenleaf, and more). However, be aware that you'll see different experts define these buckets differently.

1. Transactional Leadership

The best way to understand transactional leadership is to think of a typical transaction: I give you this, and you do this in return.

That's really the basis of this leadership style. Transactional leaders dish out instructions to their team members and then use different [rewards and penalties](#) to either recognize or punish what they do in response.

Think of a leader offering praise to applaud a job well done or mandating that a group member handles a despised department-wide task because they missed a deadline. Those are examples of rewards and punishments in a work setting.

Needless to say, this approach is highly directive, and is often referred to as a "telling" leadership style.

Pro: Confusion and guesswork are eliminated, because tasks and expectations are clearly mapped out by the leader.

Con: Due to the rigid environment and expectations, creativity and innovation are stifled.

You Might Be a Transactional Leader If…

- You frequently use the threat of having to stay late when you need to motivate your team.

- You're constantly brainstorming clever ways to recognize solid work—your team can't wait to see what you come up with after last month's taco party.

2. Transformational Leadership

Again, with this leadership style, it's all in the name: Transformational leaders seek to change (ahem, *transform*) the businesses or groups in which they lead by inspiring their employees to innovate.

These leaders are all about making improvements and finding better ways to get things done. And as a result, they inspire and empower other people to own their work and chime in with their suggestions or observations about how things could be streamlined or upgraded.

Under transformational leaders, people have tons of autonomy, as well as plenty of breathing room to innovate and think outside the box.

Pro: Leaders are able to establish a high level of trust with employees and rally them around a shared vision or end goal.

Con: In environments where existing processes are valued, this desire to change things up can ruffle some feathers.

You Might Be a Transformational Leader If…

- You look at every single existing process with a discerning eye and a strong sense that it could be better.

- You're always encouraging others to get outside their comfort zones and push their own limits.

- You could burst with pride whenever you see a team member achieve something that was previously thought to be impossible.

3. Servant Leadership

Servant leaders operate with this standard motto: Serve first and lead second.

Rather than thinking about how they can inspire people to follow their lead, they channel the majority of their energy into finding ways that they can help others. They prioritize the needs of other people above their own.

Despite the fact that they're natural leaders, those who follow the servant leadership model don't try to maintain a white-knuckle grasp on their own status or power. Instead, they focus on elevating and developing the people who follow them.

As Simon Sinek eloquently explains in his book, *Leaders Eat Last: Why Some Teams Pull Together and Others Don't*, "leaders are the ones who are willing to give up

something of their own for us. Their time, their energy, their money, maybe even the food off their plate. When it matters, leaders choose to eat last."

Pro: This approach boosts morale and leads to a high level of trust, which results in better employee performance and a more positive company culture overall.

Con: It's challenging. Constantly pushing your own needs and priorities to the backburner isn't something that comes as second nature for most of us.

You Might Be a Servant Leader If…

- You're known for asking, "What can I do to help?" at least three times a day.

- You place a high priority on removing roadblocks and helping others get things done.

- You never think twice about helping out when you're asked—because you know that your own to-do list will still be there when you return.

4. Democratic Leadership

You might also hear this leadership style referred to as "participative leadership." Leaders in this category run groups and projects like...well, a democracy.

Even if these leaders are technically higher on the org chart, they emphasize working together and actively involve their teams in the decision-making process. Democratic leaders value ideas and input from others, and encourage discussion about those contributions.

They aren't handing down orders from on high, and instead take a much more collaborative approach to getting things done.

Pro: Creativity and innovation are encouraged, which also improves job satisfaction among employees and team members.

Con: Constantly trying to achieve consensus among a group can be inefficient and, in some cases, costly.

You Might Be a Democratic Leader If...

- You think the best meetings are the ones where everyone has an equal chance to weigh in.

- You can't remember the last time you made an important decision without getting input from at least one other person.

5. Autocratic Leadership

Autocratic leadership exists on the opposite side of the spectrum from democratic leadership.

You can think of this as a "my way or the highway" approach.

Autocratic leaders view themselves as having absolute power and make decisions on behalf of their subordinates. They dictate not only what needs to be done, but also *how* those tasks should be accomplished.

Pro: Decisions are often made quickly and strategically, and teams are kept on track as a result.

Con: Employees can feel ignored, restricted, and—in the absolute worst of cases—even abused.

You Might Be an Autocratic Leader If...

- You think group discussions and brainstorming only slow things down, and it's better if you make important decisions alone.

- You dislike it when employees question your decisions—when you've said something, that's final.

6. Bureaucratic Leadership

Bureaucratic leadership goes "by the book," so to speak. With this leadership style, there's a prescribed set of boxes to check in order to be a true leader.

For example, bureaucratic leaders have [hierarchical authority](#)—meaning their power comes from a formal position or title, rather than unique traits or characteristics that they possess.

They also have a set list of responsibilities, as well as clearly-defined rules and systems for how they'll manage others and make decisions. They just need to follow that roadmap that's laid out for them.

Pro: There's plenty of stability. Since this is a systematized approach to leadership, things remain constant even through personnel changes and other shifts that threaten to rock the boat.

Con: It's tempting to fall into the "we've always done it this way" trap. This approach can be inflexible and neglect to leave room for creativity or ideas from employees.

You Might Be a Bureaucratic Leader If…

- You frequently find yourself asking how your predecessor handled certain scenarios—you want to make sure that you're following the accepted procedure.

- You always request confirmation that you're doing things right whenever you're tasked with something new.

7. Laissez-Faire Leadership

Do you remember the term "laissez-faire" from your high school French or history class? If not, let's refresh your memory.

This is a French term that translates to "leave it be," which pretty accurately summarizes this [hands-off](#) leadership approach. It's the exact opposite of micromanagement.

Laissez-faire leaders provide the necessary tools and resources. But then they step back and let their team members make decisions, solve problems, and get their work accomplished—without having to worry about the leader obsessively supervising their every move.

Pro: This level of trust and independence is empowering for teams that are creative and self-motivated.

Con: Chaos and confusion can quickly ensue—especially if a team isn't organized or self-directed.

You Might Be a Laissez-Faire Leader If…

- You hardly do any of the talking in project status update meetings. Instead, your team members are the ones filling you in on where things are.

- You're really only involved in most tasks and projects at two key points: the beginning and the end.

8. Charismatic Leadership

You know what it means to have a lot of charisma, and that's exactly what these leaders possess.

Charismatic leaders have magnetic personalities, as well as a lot of conviction to achieve their objectives.

Rather than encouraging behaviors through strict instructions, these leaders use eloquent [communication and persuasion](#) to unite a team around a cause. They're able to clearly lay out their vision and get others excited about that same goal.

Pro: Charismatic leaders are very inspirational and effective at getting an entire group invested in a shared objective.

Con: Due to their intense focus, it's easy for these leaders to develop "tunnel vision" and lose sight of other important issues or tasks that crop up.

You Might Be a Charismatic Leader If…

- You're known for giving amazing "rally the troops" types of presentations.

- You're usually the one elected to give toasts and speeches at various company events.

How Hard Is it to Change Your Leadership Style?

So you've familiarized yourself with the ins and outs of the above approaches…what if you've realized that you want to make some changes? Perhaps you've pegged yourself as a transactional leader and want to be more transformational, or you think you could incorporate more servant leadership into your existing style.

The good news: You absolutely can change your personal leadership style. "Your leadership style isn't an annual membership," says Crawford. Altering your approach is actually fairly straightforward in concept

(although a little more difficult in practice), and you can do it at any time. The key is to swap out ineffective habits for new ones that are more in line with the style you'd like to align with, and "stay committed to practicing your new leadership style and technique."

For example, if you tend to be autocratic and want to incorporate some more democratic practices, try some things that force you to relinquish some power like:

- Requesting a second opinion on a decision you're making.

- Instituting a weekly brainstorming session with your team.

- Asking a colleague to co-lead a project that you otherwise would've handled alone.

If you're struggling to even figure out how you can be more effective or what the best leadership style for you is in the first place, Padua recommends that you start by thinking about a leader or mentor you admired. "What were their qualities?" she asks. "What did they do? What did they say? How did it impact you?"

That exercise can help you identify some traits that you'd like to implement in your own style.

Here's the thing: There's no such thing as a "perfect" leadership style, because leadership isn't one size fits all. All of these approaches come with their benefits and drawbacks, and some of them will be more effective in certain scenarios.

That very idea has paved the way for one final style:

9. situational leadership.

It's highly flexible and suggests that leaders should adapt their approach to the specific circumstances they're in.

Regardless of where you think your own current style fits in, there are likely a few changes you can make to be even more effective. Like anything, leadership is a learning process, and it takes a little bit of trial and error to get it right.

"Don't be afraid to make mistakes," concludes Crawford. "That's how we learn. Sometimes you may have to take a few tries at different styles to make things work. Be easy on yourself."

Kat is a Midwest-based freelance writer, covering topics related to careers, productivity, and the freelance life. In addition to The Muse, she's a contributor all over the web and dishes out research-backed advice for places like Atlassian, Trello, Toggl, Wrike, The Everygirl, FlexJobs,

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ADD 1. PROPHETIC LEADERSHIP
2. QALB-BASED/DRIVEN LEADERSHIP