



## **Developing Leadership within the Muslim Community**

## **Introduction**

*Dear Brothers and Sisters in Islam,*

*As-Salaamu-Alaikum*

*I am pleased to welcome you to MCB's 9th Leadership Development Programme. This pioneering programme aims to equip the participants with one of the most important qualities of a Muslim - to lead and manage effectively.*

*Whether you are just beginning to get more actively involved in Muslim community work or have been contributing for years and are keen to develop capacity, you will find our leadership development programme stimulating, insightful and challenging.*

*We are confident you will get a lot out of taking part. You'll enjoy exceptional teaching and be able to share your experiences with some truly inspiring people.*

*Islam has always encouraged its followers to pursue learning in all its forms. There is also a Hadith which comes to mind that says that 'He who knows himself, knows his Lord'.*

*We very much hope that you decide to join us and enhance your personal effectiveness and also of your organisation and community.*

*Farooq Murad  
Secretary General  
Muslim Council of Britain*



## ***Working for the Common Good***

The Muslim Council of Britain is an inclusive umbrella organisation that represents the interests of Muslims in Britain. It was founded in 1997. It is pledged to work for the common good of society as a whole. Over the years it has built its reputation on consultation, co-operation and co-ordination among Muslim institutions and concerned Muslims in Britain. It aims to enable the Muslim community to realise its full potential by participating in and contributing to the wider society. The Leadership Development Programme is an important initiative towards achieving this aim.



*The course opened  
my eyes to ideas and  
techniques that I have found  
useful in my work and personal life.*

*Sadiq Datto  
3rd Programme Alumni*

*The programme is inspirational and  
definitely a need of times.*

*Tariq Nasir  
4th Programme Alumni*

## **Context**

The 2001 Census figures show that there are now nearly 1.8 million Muslims in Britain. The community is very diverse with over two thirds originating from the Indian sub-continent. Over 50% of British Muslims are now born in Britain and a similar proportion are aged under 25.

Muslims have a much poorer than average socio-economic profile. Large numbers live in very deprived areas. Their housing conditions, health indicators and educational attainments are considerably below national averages. The number of Muslims in the prison population is proportionately thrice their numbers in relation to the national population.

These disadvantages lead to alienation and social exclusion. Strategies have to be developed to change this reality. One way is to develop leadership capacity within the Muslim community.

Effective leaders have a strategic ability to know what needs doing, understand the people and organisational processes that will get things done and follow ethical and social justice principles to achieve their objectives.

Knowing oneself and others forms a critical part of this process as well as the ability to reach out and connect with relevant stakeholders. Having good leadership and 'leader-full' organisations is critical to the success of the Muslim community and this programme is designed to help in the personal development of Muslims who are grounded in the community.

## **Aim**

The primary aim of this programme is to develop leadership capacity across the Muslim communities in Britain. The type of leaders that will enable the Muslim community in Britain to develop strategies to contribute fully for the common good of both the Muslim and wider society.

## ***Philosophy***

The educational principles underpinning the programme use adult learning models and require participants to fully and actively engage in the process of learning. The programme will enable participants to explore assumptions, beliefs and attitudes about themselves, the organisations in which they work, the environments in which they operate and the wider British society – in order to enable them to 'do differently' where necessary and possible in their everyday lives.

## ***Learning Outcomes***

The key learning outcomes sought are as follows:

- To develop and enhance participants' core leadership capacity.
- To provide an environment for participants to explore their assumptions, ideas and deepen their values and ethical framework.
- To develop leadership skills to enable British Muslims to participate in wider society.
- To deepen participants' self-awareness, self development, reflective practice and emotional intelligence.
- To increase participants' political intelligence – their abilities to understand others, their operational environments and to work effectively with complex systems.
- To develop participants' understanding of the diversity and dynamics of the British Muslim community.
- To increase participants' interpersonal, political and strategic skills.

## ***The programme content is geared to developing:***

- Self-aware mature individuals with insight who can recognise and maximise personal impact.
- Strategic thinkers who understand the use of power and politics, see opportunities, are creative and able to maximise possibilities.
- Systems-orientated thinkers who appreciate the importance of relationships and connections and are able to form networks and work across boundaries.
- Reflective practitioners who are able to learn from all situations and circumstances.
- Courageous risk-takers who are strongly committed to a faith based ethical framework.
- To prepare participants to translate higher level vision and policies into locally sensitive change agenda.

### ***Participant Profile***

Participants will be selected by the following criteria:

- Track record of participating & serving within the Muslim community in the UK.
- Can give commitment of time and energy to benefit from the programme.
- A minimum of 5 years work experience after formal education.

An applicant will also be expected to demonstrate that s/he is:

- A courageous, action orientated risk taker.
- A potential strategic thinker who has creative ideas and wants to shape and influence the future.
- A reflective practitioner who wishes to learn from experience, group work, as well as formal teaching situations.

## Logistics

There are two MCB Core Leadership Programmes running in 2011. Programme A in the South and programme B in the North West.

The venues selected are due to their high quality environment. The venues chosen this year for the programme are Harben House in Newport Pagnell and Cheadle House in Manchester.

### PROGRAMME A: SOUTHERN

<b>Harben House</b>
Weekend 1:
Saturday 17th September 2011
Sunday 18th September 2011

### PROGRAMME B: NORTH WEST

<b>Cheadle House</b>
Weekend 1:
Saturday 8th October 2011
Sunday 9th October 2011

<b>Harben House</b>
Weekend 2:
Saturday 1st October 2011
Sunday 2nd October 2011

<b>Cheadle House</b>
Weekend 2:
Saturday 12th November 2011
Sunday 13th November 2011

### Harben House

Tickford Street  
Newport Pagnell  
Buckinghamshire  
MK16 9EY  
Telephone: 0844 980 2307



<http://www.devere.co.uk/our-locations/harben.html>

### Cheadle House

Royal Crescent  
Cheadle Royal Business Park  
Cheshire  
SK8 3FS  
Telephone: 0844 980 2303



<http://www.devere.co.uk/our-locations/cheadle-house.html>

## ***Application Process***

The programme is designed to take up to 25 participants. Potential candidates will complete an application form to be returned to the MCB office by 10am on Monday, 18th July 2011.

A committee will make the selection of participants from the applications received and may subsequently finalise the selection by interviewing the invited applicants. Applicants will be informed of the results by Monday, 15th August 2011. If you are interested in participating in the programme, please complete the application form attached. Electronic versions of the application form can be requested by emailing [mcbl dp@mcb.org.uk](mailto:mcbl dp@mcb.org.uk).

If you would like to find out more information or would like to have an informal discussion with a previous participant, the Programme Director or Co-ordinator, please contact us on the details below:

**Programme Director:**

Dr Akber Mohamedali  
e: [a.mali@mcb.org.uk](mailto:a.mali@mcb.org.uk)  
t: 0776 8764786

**Programme Co-ordinator:**

Mr Aamer Naeem  
e: [mcbl dp@mcb.org.uk](mailto:mcbl dp@mcb.org.uk)  
t: 0781 2036190

**Advisory Panel:**

Mr Farooq Murad, Sir Iqbal Sacranie OBE,  
Judge Khurshid Drabu CBE, Dr Abdul Bari MBE,  
Mr Abdelkarim Khalil, Mrs Unaiza Malik, Mr Mohamed Iqbal Asaria CBE.

**Facilitators:**

Mr Mohamed Iqbal Asaria,  
Dr Akber Mohamedali, Mr Aamer Naeem,  
Ms Maria Pattinson, Mr Sarfraz Jeraj, Mr Yaseer Ahmed.

## ***Costs***

The MCB has painstakingly designed the schedule for this course and strived hard to create a holistic learning and self development experience. It provides a high quality programme which is significantly subsidised by philanthropists. The core programme also leads onto accredited ILM programmes should participants wish to continue their development.

You are required to pay a registration fee of £250 for the MCB Core Leadership Programme and thereafter you are responsible for your own accommodation at the venues @ £115 per weekend. This amount includes lodgings and meals and is payable on departure directly to the venue. Travel to and from the venue is the responsibility of individual participants.

## ***Accreditation partner***



The Institute of Leadership and Management (ILM) is the UK's premier leadership and management organisation. With partners across the world they improve leadership and management performance through a range of learning and development solutions.

## ***Delivery partner***



With almost a decade of experience in delivering leadership programmes,

Innov8 Training Solutions has worked with the MCB to develop and deliver a tailor made, relevant programme for Muslim leaders in Britain.

## ***Accreditation & Progression***

Participants may enrol onto the programme with a varied choice of recognition, accreditation and progression.

### **MCB Core Leadership Programme**

The core programme, running over 4 days, provides a deep understanding of leadership and a foundation upon which participants can build and practice. The option of continuing the learning through progression masterclasses is available to all alumni of the core programme (see below)

(Total Guided Learning Time = 4 days)

*Note: An ILM development award certificate recognising your achievement can be provided for an additional cost of £50*

### **Progression to ILM Level 5 Award in Leadership**

For participants wishing to continue their development, we offer enrolment onto a further course: Level 5 Award in Leadership. This is accredited and recognised as per the National Qualification Framework. This will require participants to attend a further 2 days of MCB masterclasses plus successfully complete an assessment.

(Additional Guided Learning Time = 2 days)

*Note: Additional costs apply*

### **Progression to ILM Level 5 Certificate in Leadership**

The journey continues for those wishing to take their development further to certificate level. This requires satisfactory completion of the AWARD above, participation on the MCB's facilitator skills training (2 days), a further 4 days of MCB masterclasses plus successfully complete an assessment.

(Additional Guided Learning Time = 6 days)

*Note: Additional costs apply*

*Decisions for progression can be made at the end of each stage.*

*Progression is also available to alumni from previous years having completed the necessary pre-requisite days of training.*



Name	
Address	
Town	
Postcode	
Home Tel No.	
Work Tel No.	
Mobile	
E-mail	
Date of birth	
I am applying for the Southern Programme (A)	
I am applying for the North West Programme (B)	
Education Qualifications	
Current Occupation	
Employment History	
Role in the community work	

*...continued*

**1. Describe current and past leadership roles you have been in, both in your professional life and community work.**

---

---

---

---

---

---

---

---

**2. Describe any self development activity and training that you have undertaken in the last 5 years.**

---

---

---

---

---

---

---

---

**3. Describe your understanding of the leadership needs of the British Muslim community in the 21st century.**

---

---

---

---

---

---

---

---

*...continued*

**4. What two priorities do you feel should be at the forefront of Muslim leadership focus in Britain today?**

---

---

---

---

---

---

---

---

**5. Please give any other comments in support of your application.**

---

---

---

---

---

---

---

---

**Declaration: I understand that if I am selected I am committing to attending all the sessions of the Core Leadership Development Programme.**

**Signed** \_\_\_\_\_ **Date** \_\_\_\_\_