

As-Salaam-Alaikum

Shuraa: A Key Management Tool In Islamic
Administration

Thomas Abdul-Salaam, Ph.D.

- Human Resources, Ph.D.
- Public Administration, MPA
 - ▶ Health Care Administration
 - ▶ Organizational Development
- Public Administration, BS
 - ▶ Personnel Administration
 - ▶ Urban Studies/Geography

Shuraa

Progress is the Goal of Shuraa

- Progress is a nice word. But change is its motivator and change has its enemies. – Robert Kennedy
- We must change to master change. – Lyndon B. Johnson
- Both sweat & tears are salty, but they render different results. Tears will get you sympathy, sweat will get you change. – Jesse Jackson

Shuraa

A Key Management Tool In Islamic Administration

- Source of Shuraa (Participatory Democracy)
- Principles of Shuraa
- Appreciative Inquiry Full Voice Approach to Participatory Democracy
- Six Freedoms of Participatory Democracy

Shuraa

Quranic Source

- Those who response to their Lord and establish regular prayer; who (conduct) their affairs by mutual consultation; who spend out of what We bestow on them for sustenance (H.Q. 42:39)

Application of Shuraa

Participatory Democracy

- Affairs are open and determined by participation of those who are entitled to voice.
- Private domestic affairs
 - ▶ Husband and Wife
 - ▶ Mature Household Members

Shuraa

Participatory Democracy

- **Business Affairs**
 - ▶ Partners
 - ▶ Stock holders
 - ▶ Interested Parties

- **Governance**
 - ▶ Federal
 - ▶ State
 - ▶ Local
 - ▶ Boards
 - ▶ Masjid

Shuraa

Principles

- Sample Many Opinions
- Open & Honest Communication
- Right To Question
- Empowerment of the Individual and community
- Self-Determination
- Leadership is Accountable

Shuraa

Principles

- Participatory Democracy
- Continuous Process
- Full Voice Concept
- Freedom to Communicate

Shuraa

Participatory Democracy

- Is an open invitation to participate in shaping the future of the community
- To recognize the best in people
- To perceive those things that give life, health, vitality and excellence to living human systems.

Shuraa

Appreciative Inquiry

- To ask positive questions
- To study
- To search, explore, delve into and investigate

Shuraa

Eight Principles of Shuraa

- Constructionist - Words Create Worlds
- Twin Servant - Inquiry Creates Change
- Poetic - Choose What to Study
- Anticipatory - Image Inspire Action

Shuraa

Eight Principles of Shuraa

- Positive - The Right Questions Lead to Positive Outcomes
- Openess - Brings Out the Best
- Enactment - Acting “as if”
- Free Choice - Liberates Power, Empower People

Shuraa

4-D Cycle Process of Shuraa

- Affrimitive Topic Choice
- Discovery - Appreciate What Is
- Dream - Imagine What Might Be
- Design - Determine What Should Be
- Destiny - Create What Will Be

Shuraa

The Affrimitive Choice

- Base on the notion that human systems and organizations grow in the direction of what they study.
- Affrimitive Topic Change
 - ▶ Topics of Strategic Importance
 - ▶ Inspiring Subject
 - ▶ Stated in positive action-oriented results

Shuraa

Key Decisions In Topic Choice

- Who will help select the topics for Shuraa?
- What topics will we submit to the Shuraa process?
- Involve the people in topic selection process.

Shuraa

Key Decisions in Topic Choice

- **Characteristics of Good Topics**
 - ▶ Positively worded
 - ▶ Wide group appeal
 - ▶ Inspire learning & excellence
 - ▶ Conversation oriented & linked to future

Shuraa

Topic Choice Steps

- Mini-interviews
- ID themes
- Share themes and stories
- ID potential topics
- Cluster potential topics
- Select topic clusters
- Finalize topics

Shuraa

Discovery - Appreciate What Is

- Evolves around participatory interviews
 - ▶ Create interview guide
 - ▶ Who will you interview?
 - ▶ Who will conduct interviews?
 - ▶ Train interviewers
 - ▶ Data analysis team
 - ▶ Communicate data, stories, & best practices

Shuraa

Dream: Visions & Voices

- Getting all of the voices in the room
- Choose a creative and fun approach
- Dream “take-away”

Shuraa

Deam: Visions & Voices

- Reflect on a focal question
- Engage in a dream dialogue
- Clarify the collective dream
- Creatively enact the dream
- Determine common themes
- Create dream map
- Document the dream

Shuraa

Design: Values & Ideals

- What are we designing?
- Value-based design
- Design must interface with Agenda
- Diverse membership involvement
- Describe the ideal future

Shuraa

Design: Values & Ideals

- ID a meaningful educational future
- Select relevant & strategic design elements
- ID educational design preferences
- Craft proactive propositions

Shuraa

Destiny: Inspire Action

- How will the Board communicate success stories
- How will we celebrate success
- Allow self-organized teams
- How do we support success

Shuraa

Destiny: Inspire Action

- Review, communicate, & celebrate
- Self-organized for inspired action
- Support success of projects
- Systemic application of participation

Shuraa

Why Full Voice Participatory Democracy Works

- Gives people the experience of personal & collective power
- The opportunity to exercise power responsibly
- Enhance self-esteem & trust
- Organizational Empowerment
- Creates the conditions to liberate power

Shuraa

Why full Voice Participatory Democracy Works

- It creates a life-centered community. One in which power is an unlimited relational resource, in which people care about and work toward the best they can be. Guided by spiritual ideals. People take responsibility for constructing the world they inhabit, and make it good for generations to come.

Shuraa

The Six Freedoms of Full Voice Shuraa

- To Be Known In Relationships
- To Be Heard
- To Dream In Community
- To Choose To Contribute
- To Act With Positive Support
- To Be Positive

Shuraa

Freedom to Know

- To Be Known in a social Relationship
 - I Am ...
- Human Identity in the Community
- The Heart & Soul wants to be Known
- Hijarah - pairing of people (non-tribal)

Shuraa

Freedom to Be Heard

- From Voice to Being
- They Listened to Me
- Obligate Me to Listen to Others
- Encourage Me to come forth with ideals, information, suggestions

Shuraa

Freedom To Dream

- Ability to contribute to the Vision
- Believe in Personal Revelations
 - ▶ The adthan came in dream form
- Believe that the Spirit speaks through our dreams
- Unleash energy already present
- Allows people to be their best

Shuraa

Freedom to Contribute

- Unleash Creativity, Cooperation
- Leads to Commitment
- To Learning New Ways & Information
- Grows New Leadership
- More Engaged, the Individual, the more Transformation

Shuraa

Freedom to Act With Support

- Feel Safe to Perform
- Raises People Confidence
- Willingness to Lead
- Desire to Grow

Shuraa

Freedom to Be Positive

- Reduce Fear Factor
- Greater Problem Solving
- Less Problem Creation
- Attitudes Change
- Ownership Increase
- Positive Energy vs Negative Energy

Shuraa

A Key Management Tool of Islamic Administration

- Shuraa is an Islamic Concept
- Shuraa is Participatory Democracy
- Shuraa is a Process not an Event
- Shuraa is Full Voice
- Shuraa is Power Sharing
- Shuraa is a Peaceful Solution

Shuraa

A Key Management Tool of Islamic Administration

- Q &A
- Shukran
- As-Salaam-Alaikum
- Thomas Abdul-Salaam, Ph.D.
- 209-518-9909 or 1-877-835-3797
- Humanteles@aol.com
- Mysiteonlineis.com/humanteles