

GLMCC VALUES PRESENTATION

"I was sent to perfect
good character."

Introduction



“Culture eats strategy for breakfast.”

- Successful teams operate with a **common set of values**
- Values ultimately **drive the culture** within which we work
- The right culture will make it **easier to achieve things** as a team
- If we portray the **right values**, we will have the **right** culture - and in the long run, we will succeed inshAllah!
- The **Prophet (saw)** established an **Islamic culture** based on good character and values
- The Messenger of Allah (saw) said,

"I was sent to perfect good character"

Good character = Good Values

- At Green Lane, our values are based on the **Quran and sunnah**
- It's important that we **regularly remind ourselves** of these values

Introduction (cont.)



- We have come up with a **common set of Islamic values** for us to portray and hold ourselves to account as a team.
- These are **not an exhaustive list** of our Islamic values.
- The acronym for the values we want to emphasise is **GREAT**
 1. **G**entle and Merciful
 2. **R**espect
 3. **E**quitable (Justice)
 4. **A**ccountable
 5. **T**eam!



1

Gentle &
Merciful



2

Respect



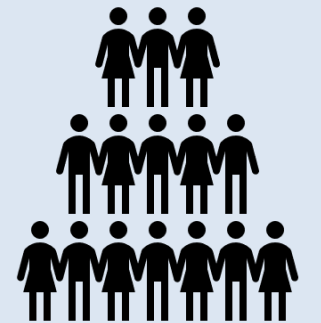
3

Equitable



4

Accountable



5

Team

GLMCC VALUES
'GREAT'



1

Gentle &
Merciful

"Allah is Gentle and loves gentleness in all things."

[Sunan Ibn Majah 3689]



- Being gentle and merciful should be key components in the **DNA** of a Muslim.
- It is extremely important to exercise these characteristics **in the workplace**.
- The Prophet ﷺ told us:
*“gentleness is not found in anything except that it beautifies it,
and it is not removed from anything except that it disgraces it.”*
- Being gentle is a great way to **win people over** and gain their **trust**.
- The Prophet Muhammad ﷺ tells us that the merciful person will be shown mercy by the Most Merciful (Allah). Be merciful to those on the earth and the One in the heavens will have mercy upon you.
- Having mercy towards your colleagues and those around you is an extremely important trait as **everyone will make mistakes**
- The key is to show mercy and **work together** in rectifying any issues.

Here are some of the 'Do's'

1

Do be gentle and merciful with everyone you work with, staff and volunteers.

2

Do be gentle with the congregation, both in speech and action.

3

Do help when someone needs support.

4

Do speak to others with gentleness.

5

Do initiate giving salaam to each other.

6

Do be emotionally intelligent to the needs of those around you.

Here are some of the 'Dont's'

1

Don't name and shame when things go wrong.

2

Don't be harsh in your words and actions.



2

Respect

“O believers! Do not let some men ridicule others, they may be better than them, nor let some women ridicule other women, they may be better than them. Do not defame one another, nor call each other by offensive nicknames. How evil it is to act rebelliously after having faith! And whoever does not repent, it is they who are the ‘true’ wrongdoers.”

[Surah Al- Hujurat 49:11]

- **Everyone deserves respect** regardless of their race or gender.
- Recognising the **dignity** of others means respecting them.
- This respect **extends to all** stakeholders including employees, congregation members, contractors, and trustees.
- Respect when addressing others **even though you may disagree** with them.

Some of the 'Do's'

1

Do be welcoming to all regardless of their gender, race, or background.

2

Do respect others as you wish to be respected.

3

Do respect the levels of management within the masjid.

4

Do follow the correct channels for raising issues.

Some of the 'Dont's'

1

Don't show prejudice to anyone.

2

Don't backbite and cause division if decisions are made that you do not agree with.

3

Don't entertain the whispers of shaytaan.

4

Don't make fun of others or use nicknames that are disliked.



3

Equitable

“Stand firm for justice as witnesses for Allah even if it is against yourselves, your parents, or close relatives. Be they rich or poor, Allah is best to ensure their interests. So do not let your desires cause you to deviate from justice. If you distort the testimony or refuse to give it, then know that Allah is certainly All-Aware of what you do.”

[Surah An-Nisa 4:135]



- The cornerstone of the culture of the Prophet Muhammad ﷺ and his companions was **justice**
- This is something which **Allah commands** us to do
- Justice is a natural outcome from the **general character traits** of a Muslim
- When a member of staff has their needs satisfied by their employer, there should be **no excuse for injustices**
- There are many incidents in the seerah where there was a **zero-tolerance policy** on injustice regardless of a person's position or status
- This was something the **Prophet ﷺ was extremely firm upon**
- Being 'just' **transcends any personal preference** or personal grievances
- The criterion for justice is always based on **what Allah and his Messenger (saw) ordered**

Some of the 'Do's'

1

Do look out for the rights of staff, volunteers, and the congregation.

2

Do raise concerns through the correct channels if you feel an injustice is being done.

3

Do follow procedures or carry out risk assessments to ensure the rights of all are considered.

Some of the 'Dont's'

1

Don't let your own personal beliefs cloud your judgement of others.

2

Don't take it upon yourself to tackle a perceived injustice.

3

Don't show favour to an individual at the expense of others.

4

Don't usurp the rights of others.

“O you who have believed, fear Allah. And let every soul look to what it has put forth for tomorrow - and fear Allah. Indeed, Allah is Acquainted with what you do.”

[Surah Al Hashr 59:18]



4

Accountable

- These attributes stem from a **belief in the hereafter**, reward and punishment.
- The Prophet ﷺ said,
“all of you are guardians and protectors and you are all accountable for those who you are responsible for.”
- By having these values embedded in all staff at Green Lane Masjid, it will produce an environment where there is **not a blame culture**.
- Everyone will **take responsibility and be accountable** for their actions.
- The success of **early Muslims** stemmed from these values.

Some of the 'Do's'

1

Do remember that we are ultimately answerable to Allah.

2

Do accept responsibility ownership for your and work

3

Do consider the best way to achieve your objectives
before starting a task.

4

Do give each task your complete physical, mental and
spiritual focus.

Some of the 'Dont's'

1

Don't pass the blame to others when things go wrong, or deadlines are missed.

2

Don't identify individuals to blame.

3

Don't cut corners or do the bare minimum.

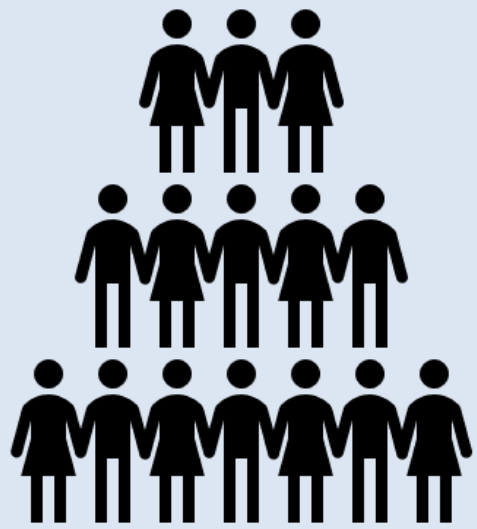
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Don't plan to fail by having a poor plan to start with.

5

Don't disclose personal information that has been shared with you.

“The believers are but brothers...”
[Surah Al Hujurat 49:10]



5 Team

- Ensuring we retain a **team spirit** it essential for our future success.
- Our strength is in our team – or **sister/brotherhood**.
- This is integral to the success of any organisation
- One of the traits of shaytan is to destroy the brother/sisterhood. It’s essential that we **do not follow the footsteps of shaytan** and retain unity.
- We should also be attentive to the needs of our team colleagues by **helping, caring and sharing**.
- We should **help our colleagues** when they are going through difficulties
- Promote a culture of **mutual support**.

Some of the 'Do's'

1

Do love for others what you would love for yourself.

2

Do encourage each other to pray on time in the masjid.

3

Do protect the brotherhood/sisterhood.

4

Do check-in regularly with those around you to make sure they're okay.

5

Do lead by example with your good conduct.

Some of the 'Dont's'

1

Don't bottle-up issues or deal with difficult issues alone
- your team are here to help.

2

Don't backbite, slander or discuss people's errors.

3

Don't sit back and expect others to step in when
someone needs help.

4

Don't make people feel that they are a burden.



1

Gentle &
Merciful



2

Respect



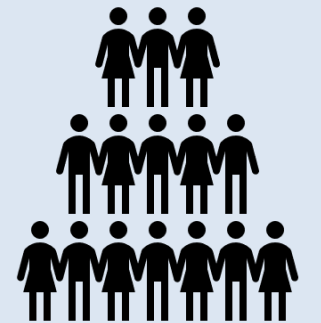
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Equitable



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Team

GLMCC VALUES
'GREAT'