

**NASFAT National Women Management Committee (NWMC)**

**3-Day Women Leadership Training (23–26 July 2026)**

**Theme of Training:**

**Building Capacity, Upholding Amānah, and Thriving in the Digital Age**

**Topic: Empowered with Purpose (Niyyah & Tazkiyah): The Foundation of Transformational Muslim Women Leadership**

**By**

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

الحمد لله الأول بلا ابتداء والآخر بلا انتهاء الذي لا يفنى ولا ينفد ولا يكون الا ما يريد، فعال لما يريد يحيى ويميت

مالك الملك

ذُو الْجَلَالِ وَالْإِكْرَامِ

الحمد لله رب العالمين، الحمد لله الذي بنعمته تتم الصالحات، وبِعَفْوِهِ تُغْفَرُ الذُّنُوبُ وَالسَّيِّئَاتُ، وبِكَرَمِهِ تُقْبَلُ الْعَطَايَا وَالْقُرْبَاتُ، وبِلُطْفِهِ تُسْتَرُ الْعُيُوبُ وَالزَّلَّاتُ، الحمد لله الذي أَمَاتَ

وأحيا، ومنَعَ وأعطى، وأرشدَ وهدى، وأضحك وأبكى؛

.الحمد لله رب العالمين، والصلاة والسلام على سيدنا محمد، وعلى آله وصحبه أجمعين

Protocol

السلام عليكم ورحمة الله وبركاته

Many of us carry a mirror in our handbags because we care about how we appear before people. Islam invites us to carry another mirror—the mirror of muḥāsabah (self-examination)—so that we also care about how we appear before Allah.

#### VISUALISATION EXERCISE

Close your eyes.

Imagine Allah asking

Why did you accept this leadership position?

#### LEAD INDIA VIDEO

[https://www.google.com/search?q=indisn+school+noy+removing+fallen+tree+from+the+road&client=ms-android-samsung&biw=360&bih=559&tbm=vid&sxsrf=ALiCzsZYDjLfYI8VILGQskxRV7aabhnf8A%3A1653597106565&ei=suOPYq2QIp2DhbIPtNO2yAc&oq=indisn+school+noy+removing+fallen+tree+from+the+road&gs\\_lcp=ChBtb2JpbGUtZ3dzLXZpZGVvEAMyBwghEAoQoAE6BAgjECc6BwgjEOoCECc6CwgAEIAEELEDEIMBOggIAB CxAXCDAToICAAQgAQQsQM6BQgAEIAEOgclABCxAXBDOgoIABCxAXCDARBDogQI ABBDogUIABCRAjoHCAAQgAQQCjoHCAAQsQMQCjoECAAQCjoKCAAQsQMQgwE QCjoFCCEQoAE6BAgAEA06BQgAEKIEOggIABAeEAgQDToKCAAQHhAPEBYQCjoE CCEQFToICCEQHhAWEB06BAgeEApQyw5YmZcEYImcBGgOcAB4A4ABrQSIAa-gAZI BDTAuMi40NC4yMi4xLjKYAQCGAQGqARBtb2JpbGUtZ3dzLXZpZGVvsAEPwAEB&scli ent=mobile-gws-video#fpstate=ive&vld=cid:0c4725d2,vid:2\\_uZ8AZfPTU,st:0](https://www.google.com/search?q=indisn+school+noy+removing+fallen+tree+from+the+road&client=ms-android-samsung&biw=360&bih=559&tbm=vid&sxsrf=ALiCzsZYDjLfYI8VILGQskxRV7aabhnf8A%3A1653597106565&ei=suOPYq2QIp2DhbIPtNO2yAc&oq=indisn+school+noy+removing+fallen+tree+from+the+road&gs_lcp=ChBtb2JpbGUtZ3dzLXZpZGVvEAMyBwghEAoQoAE6BAgjECc6BwgjEOoCECc6CwgAEIAEELEDEIMBOggIAB CxAXCDAToICAAQgAQQsQM6BQgAEIAEOgclABCxAXBDOgoIABCxAXCDARBDogQI ABBDogUIABCRAjoHCAAQgAQQCjoHCAAQsQMQCjoECAAQCjoKCAAQsQMQgwE QCjoFCCEQoAE6BAgAEA06BQgAEKIEOggIABAeEAgQDToKCAAQHhAPEBYQCjoE CCEQFToICCEQHhAWEB06BAgeEApQyw5YmZcEYImcBGgOcAB4A4ABrQSIAa-gAZI BDTAuMi40NC4yMi4xLjKYAQCGAQGqARBtb2JpbGUtZ3dzLXZpZGVvsAEPwAEB&scli ent=mobile-gws-video#fpstate=ive&vld=cid:0c4725d2,vid:2_uZ8AZfPTU,st:0)

What did you observe?

Why did one person step forward while many others simply watched?

What distinguishes a leader from a spectator?

A LEADER

"What makes someone a leader?"

Leadership is not the ability to command people.

Leadership is the ability to positively influence people toward a shared purpose while remaining accountable to Allah.

Leaders do not wait for perfect conditions.

They do not ask, "Why isn't someone doing something?"

They ask, "What can I do?"

Leadership begins the moment a person accepts responsibility instead of making excuses.

Leadership is not always by appointment; sometimes it is offered by those who are prepared to serve.

Prophet Yusuf (AS) demonstrated this when he said:

قَالَ اجْعَلْنِي عَلَى خَزَائِنِ الْأَرْضِ إِنِّي حَفِيظٌ عَلَيْمُ

**Yusuf (AS) did not seek office out of pride or personal ambition. He stepped forward because he possessed the competence, integrity, and sense of responsibility needed to protect the public interest. Sometimes, declining to lead when you are the most qualified is not humility—it is abandoning an amānah.**

**The Mirror Metaphor**

Imagine standing before a mirror.

If your face is dusty, you do not clean the mirror.

You clean your face.

Likewise, if we want to improve our families, NASFAT, and society, we must first purify ourselves.

**Leadership begins with the person in the mirror.**

Today, I am not here merely to speak about women leadership.

I am here to remind us that **before Allah changes an institution, He changes the people who lead it.**

Before leadership comes **purpose**.

Before purpose comes **niyyah (sincere intention)**.

Before sustainable leadership comes **tazkiyah (purification of the soul)**.

Without these two, leadership becomes a search for position.

With them, leadership becomes worship.

Allah says:

(إِنَّ اللَّهَ لَا يَغَيِّرُ مَا بِقَوْمٍ حَتَّى يُغَيِّرُوا مَا بِأَنْفُسِهِمْ)

*"Indeed, Allah will not change the condition of a people until they change what is within themselves." (Qur'an 13:11)*

This is the foundation of empowerment.

**The First Foundation: Niyyah (Purpose)**

OPENING STORY

## ABDULLAH IBN MUBARAK'S HAJJ STORY

In 'Tartib al-Madarik' Qadhi 'Iyad mentions a particular incident concerning Ibn al-Mubarak as he was making his way to Hajj (pilgrimage).

<https://www.muslimink.com/islam/hajj/ibn-mubarak-hajj-story/>)

The Prophet ﷺ said:

«إِنَّمَا الْأَعْمَالُ بِالنِّيَّاتِ»

*"Actions are judged by intentions."* (Bukhari & Muslim)

Two women may perform exactly the same task.

One seeks applause.

The other seeks Allah.

The world sees the same action.

Allah sees two different hearts.

Your position does not determine your value.

Your intention does.

Ask yourself every morning:

- Why am I serving NASFAT?
- Why do I lead?
- Why do I volunteer?
- Will I still continue volunteering if I am not praised or recognised?
- Why do I attend this training?

If the answer is **Allah** , you have already begun succeeding..

However, there is an opportunity to change intentions.

## **The Second Foundation: Tazkiyah (Purification)**

Allah says:

(قَدْ أَفْلَحَ مَنْ زَكَّاهَا)

*"Successful indeed is the one who purifies the soul."* (Qur'an 91:9)

Leadership without purification produces:

- ego,
- rivalry,
- jealousy,
- misuse of authority,
- division.

Leadership with purification produces:

- sincerity,
- patience,
- compassion,
- justice,
- humility.

Before every flight, passengers receive safety instructions:

"Put on your own oxygen mask before helping others."

This is not selfishness.

It is wisdom.

Likewise,

before building NASFAT,

build yourself.

Before changing your family,  
change yourself.

Before correcting others,  
purify yourself.

### **Self Examination**

- (i) If no one knew I did this (good act), would I still do it with the same enthusiasm?
- (iii) Compared with one year ago, have I become more humble, more forgiving, more patient, and more grateful—or more proud, more resentful, and more judgmental?
- liii) Am I deliberately working to overcome jealousy, arrogance, anger, backbiting, envy, greed, or laziness—or have I become comfortable with them?
- (iv) Am I kinder, more patient, and more trustworthy with my family, colleagues, and neighbours than I was before? Would those closest to me testify to my good character?
- (v) If today were my last day, would I meet Allah with a heart filled with sincerity, gratitude, and trust—or with pride, hatred, and unresolved sins?

**Reflection:** "Every morning we clean our faces before looking into a mirror. Tazkiyah reminds us to clean our hearts before standing before Allah."

### **The Tree Metaphor**

Leadership is like a tree.

The fruits everyone sees are:

- speeches,
- projects,
- achievements,
- awards.

But those fruits depend on invisible roots.

The roots are:

- niyyah,
- taqwā,
- tazkiyah,
- sincerity.

If the roots are rotten, eventually the fruits will disappear.

### **Muslim Women Have Always Led**

Islam has never lacked female leaders.

#### **Khadījah (RA)**

The first believer.

An accomplished entrepreneur.

She financed the earliest stage of Islam.

She taught us **financial responsibility and strategic investment**.

#### **‘Ā'ishah (RA)**

Scholar.

Teacher.

Narrator of numerous hadith.

She taught the Ummah that knowledge is leadership.

#### **Umm Salamah (RA)**

At Hdaybiyyah, when many Companions hesitated, her wise counsel helped resolve a critical moment.

Leadership includes wisdom, consultation, and emotional intelligence.

### **Ash-Shifā' bint 'Abdullāh (RA)**

Entrusted by Caliph 'Umar (RA) with supervising aspects of the Madinah marketplace.

She exemplified integrity in public administration.

### **Contemporary Muslim Women**

Today we celebrate Muslim women who serve as:

- professors,
- doctors,
- engineers,
- entrepreneurs,
- judges,
- researchers,
- technology experts,
- educators,
- humanitarian workers,
- community leaders.

In NASFAT, we have the likes of Mama Agbalajobi, the two Mama Bellos (of Yabatech and WAEC), Hadja Titi Bakare, former MD, VONO PLC, etc.

Our daughters should aspire not only to consume knowledge but to create it.

### **Why This Training Matters**

This three-day programme focuses on three critical areas.

#### **1. Capacity Building**

The leader who stops learning soon stops leading.

Knowledge is the fuel of leadership.

Every year you should know more than you knew last year.

## 2. Financial Responsibility (Amānah)

Allah says:

(إِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الْأَمَانَاتِ إِلَىٰ أَهْلِهَا)

*"Indeed, Allah commands you to render trusts to whom they are due."* (Qur'an 4:58)

Whether you manage:

- family finances,
- committee funds,
- project budgets,
- business resources,

The Prophet ﷺ said:

"Each of you is a shepherd and each of you is responsible for those under your care."

(Bukhari & Muslim)

Every committee member is a shepherd.

Every zonal coordinator is a shepherd.

Every state executive is a shepherd.

Every mother is a shepherd.

Leadership is accountability before Allah.

remember:

Money is not merely an asset.

It is an **amānah**.

A trustworthy woman protects not only money but also confidence.

### **3. Digital Literacy**

We are now living in the age of Artificial Intelligence.

The next generation learns from:

- Google,
- YouTube,
- TikTok,
- Facebook,
- ChatGPT.

If Muslim women are absent online, others will shape the minds of our children.

There are three kinds of digital Muslims.

Consumers.

Commentators.

Creators.

#### **Which one are you?**

Do not merely consume content.

Become producers of beneficial content.

Use technology to spread the Qur'an, knowledge, values, and hope.

CASE STUDIES: There are NASFAT women who are active on Tiktok and others, they should use it productively.

**Artificial Intelligence (AI):** My Los Angeles ride in a driverless car.

However, Artificial Intelligence will never replace compassionate Muslim women.  
But Muslim women who use AI wisely may outperform those who ignore it.  
AI should assist your thinking,  
not replace your thinking.

This training aligns with the Onike Framework for Strategic Growth and Operational Excellence (OFSGOE®) philosophy that sustainable institutions are built upon four pillars:

Strategic Growth,  
Operational Excellence,  
Ethical Finance,  
Governance and Sustainability.

Women contribute significantly to each of these pillars.

### **A Yoruba Proverb**

**"Ọmọ tí a kò kọ ní yóò gbé ilé tí a kọ tà."**

*"The child who is not trained will sell the house that was built."*

If we fail to train today's women leaders, tomorrow's institutions may lose the legacy painstakingly built by earlier generations.

### **A Folktale**

A village had two women who fetched water every morning.

One filled only her own pot.

The other filled hers and helped an elderly neighbour whose hands had become weak.

Years later, when drought struck, the entire village remembered not the woman who carried water for herself alone, but the one whose kindness had sustained others.

Leadership is not measured by **how much you possess**, but by **how many lives become easier because of your presence**.

## **The Smartphone Metaphor**

A smartphone is like a knife.

In the hands of a surgeon, it saves lives.

In the hands of a criminal, it destroys lives.

Technology itself is neither good nor bad.

Its value depends on the intention and character of the person using it.

## **The Five P's of Transformational Muslim Women Leadership**

**Purpose**

**Purity**

**Professionalism**

**People**

**Posterity**

Therefore, the **“Five Qualities Every NASFAT Woman Leader Should Develop:**

- 1. Purpose before Position**
- 2. Integrity before Influence**
- 3. Learning before Leading**
- 4. Service before Recognition**
- 5. Legacy before Popularity”**

## **Essence of Management**

<https://www.google.com/search?q=leadership%2Blead+a+ship%2Bcaptain%2Bat+the+back&oq=leadership%2Blead+a+ship%2Bcaptain%2Bat+the+back&aqs=chrome..69i57j33i160l2.48710j0j4&client=ms-android-samsung&sourceid=chrome-mobile&ie=UTF-8#fpstate=ive&vld=cid:a268b8d9,vid:tu9fdPLJuLs,st:0>

## KEYS TO BECOMING EFFECTIVE LEADER:

### (1) Emotional Intelligence

Leadership is not merely IQ.  
It is EQ.  
People forget speeches.  
People remember how leaders made them feel

- (a) Prophet Muhammad (saw) and the man calling “My Son”
- (b) Prophet and gift of sour fruit
- (c) A man whose daughter just regained her sigh
- (d) Keys for effective leadership: Self Awareness, Social Awareness, Self Management and Relationship Management (Weber 2017)

### (2) SHURRA (CONSULTATION)

Q2:30 واذا قال ربك للملائكة

### (3) DELEGATION

- (a) A Military Captain and Pillar Mounting Test
- (b) Prophet sent people to govern and teach Islam

NB: When you delegate, give adequate details (Muadh bn Jabal was asked by Prophet how he will handle the task)

Some companions of Mu'adh ibn Jabal said:

When the Messenger of Allah (ﷺ) intended to send Mu'adh ibn Jabal to the Yemen, he asked: How will you judge when the occasion of deciding a case arises?

He replied: I shall judge in accordance with Allah's Book. He asked: (What will you do) if you do not find any guidance in Allah's Book? He replied: (I shall act) in accordance with the Sunnah of the Messenger of Allah (ﷺ).

He asked: (What will you do) if you do not find any guidance in the Sunnah of the Messenger of Allah (ﷺ) and in Allah's Book?

He replied: I shall do my best to form an opinion and I shall spare no effort.

The Messenger of Allah (ﷺ) then patted him on the breast and said: Praise be to Allah Who has helped the messenger of the Messenger of Allah to find something which pleases the Messenger of Allah.

حَدَّثَنَا حَفْصُ بْنُ عُمَرَ، عَنْ شُعْبَةَ، عَنْ أَبِي عَوْنٍ، عَنِ الْحَارِثِ بْنِ عَمْرِو بْنِ أَخِي الْمُغِيرَةِ بْنِ شُعْبَةَ، عَنْ أَنَسٍ، مِنْ أَهْلِ جَمْصَ مِنْ أَصْحَابِ مُعَاذِ بْنِ جَبَلٍ أَنَّ رَسُولَ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ لَمَّا أَرَادَ أَنْ يَبْعَثَ مُعَاذًا إِلَى الْيَمَنِ قَالَ " كَيْفَ تَقْضِي إِذَا عَرَضَ لَكَ قَضَاءٌ " . قَالَ أَقْضِي بِكِتَابِ اللَّهِ . قَالَ " فَإِنْ لَمْ تَجِدْ فِي كِتَابِ اللَّهِ " . قَالَ فَبِسُنَّةِ رَسُولِ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ . قَالَ " فَإِنْ لَمْ تَجِدْ فِي سُنَّةِ رَسُولِ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ وَلَا فِي كِتَابِ اللَّهِ " . قَالَ أَجْتَهِدُ رَأْيِي وَلَا أَلُو . فَضْرَبَ رَسُولُ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ صَدْرَهُ وَقَالَ " الْحَمْدُ لِلَّهِ الَّذِي وَفَّقَ رَسُولَ رَسُولِ اللَّهِ لِمَا يَرْضَى رَسُولُ اللَّهِ

\* When you delegate, you follow up, not macro managing.

### (3) CLONE YOURSELF.

Prophet Muhammad (saw) allowed Abubakr to lead Salaat, He produced so many leaders.

\* A candle that lights others does not lose its own light.

A candle.

One candle lights

10

100

1000 candles

without losing its own light.

Then say

Knowledge works like that.

Leadership works like that.

Barakah works like that.

\*If you look back, how many people have you produced?

(4) INVESTIGATE REPORTS (Don't jump into conclusion, people don't always say it the way it is.

يَا أَيُّهَا الَّذِينَ ءَامَنُوا إِن جَاءَكُمْ فَاسِقٌ بِنَبَأٍ فَتَبَيَّنُوا أَن تُصِيبُوا قَوْمًا بِجَهْلَةٍ فَتُصِبُوا عَلَىٰ مَا فَعَلْتُمْ نُدْمِينَ " Q49:6

Believers, when an ungodly person brings to you a piece of news, carefully ascertain its truth, lest you should hurt a people unwittingly and thereafter repent at what you did

## The Leadership Triangle

CHARACTER

COMPETENCE

COMPASSION

The character earns trust.

Competence earns respect.

Compassion earns loyalty.

Great Muslim leaders possess all three

## Five Questions for Daily Muḥāsabah

Every evening ask yourself:

1. Did I lead for Allah or for praise?

2. Did anyone's life become better because of me today?
3. What new knowledge or skill did I acquire today?
4. Did I protect every trust Allah placed in my hands?
5. If I die tonight, what leadership legacy will I leave?

Imagine NASFAT in twenty years.  
Will your name still be remembered?  
Not because you held office,  
but because people became better because you served.  
Leadership ends.  
Legacy remains.

### **Closing Reflection**

Dear mothers and sisters,

The future of NASFAT will not be determined only by its buildings.

Nor by its committees.

Nor by its programmes.

It will be determined by the quality of the women who nurture its families, educate its children, manage its resources, mentor its youth, and uphold its values.

Remember:

A title may make you a chairperson.

Only character makes you a leader.

A position may give you authority.

Only purpose gives you influence.

And influence rooted in sincere intention and purified hearts becomes a source of barakah that lasts beyond your lifetime.

Positions are temporary.

Applause is temporary.

Committees are temporary.

Even life itself is temporary.

But a sincere intention, a purified heart, and a legacy of service remain recorded with Allah forever.

### Closing Du‘ā'

اللَّهُمَّ أَصْلِحْ بَيَّاتِنَا، وَزَكِّ نَفْسَنَا، وَاجْعَلْنَا مِنْ عِبَادِكَ الْمُخْلِصِينَ

اللَّهُمَّ ارْزُقْ نِسَاءَ نَاسِفَاتِ الْحِكْمَةِ، وَالْعِلْمِ، وَالْأَمَانَةِ، وَالْبَصِيرَةِ، وَاجْعَلُهُنَّ قَائِدَاتٍ لِلْخَيْرِ، وَمَفَاتِيحَ لِلرَّحْمَةِ، وَقُدُورَةً حَسَنَةً لِلْأَسْرِ وَالْمُجْتَمَعِ.

رَبَّنَا تَقَبَّلْ مِنَّا، إِنَّكَ أَنْتَ السَّمِيعُ الْعَلِيمُ، وَصَلَّى اللَّهُ عَلَى سَيِّدِنَا مُحَمَّدٍ وَعَلَى آلِهِ وَصَحْبِهِ أَجْمَعِينَ

والسلام عليكم ورحمة الله وبركاته