

12 Umoo Newsletter

SILK-E-HAYAAT

UMOOR MAWARID BASHARIYAH

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Located in the heart of Southern Mumbai, Badri Mahal has served as the head office of Dawat e Hadiyah since its establishment in 1912 AD. Today its prestigious edifice accommodates offices of many of the Departments of Dawat, symbolically uniting Dawat's Human Resources (khidmat-guzar), both near and far, under one roof.

Need of the Hour

Jamila Vasi, Student of Aljamea tus Saifiyah (Dirasat Khassah) New York

It has long been debated whether ‘the uniform makes the man’ or ‘the man makes the uniform’. Indeed, there is a certain regality to a well-crafted uniform. It embeds an almost spontaneous sense of unity amongst those who wear it. The question however, is this: which is of more value, the uniform one dons, or the one who dons the uniform?

By wearing a uniform, you become more than just your individual self; you automatically become part of a group. Your contributions are now shared with those who you associate yourself with. Sports teams all around the world function solely upon these fundamentals and are the reason why they are so successful in sustaining comradery amongst teammates, despite having a strict hierarchy. What is it then that molds all these bricks into one great edifice? One combined objective – playing for the team, which trumps all other individual ideals. Everything is laid down for the success and good of the team. This concept, of giving your everything for your group, is the defining factor that makes sports teams so strong. It ensures that come what may,

once committed, a person in uniform will not hesitate or falter from stepping up to the plate.

Operating as a team necessitates that everyone is standing side by side, shoulder to shoulder, at attention to a greater goal. *Deen*, which is modeled on the structure of nature, depicts the ultimate example. *Namaaz*, a fundamental of Islam, is proffered through the formation of ‘*sufoof*’ - rows and rows of worshipers standing side by side, prostrating to the creator. Their actions are synchronized, following a single call to movement.

However, it is not merely the united discipline, rather, its formation that is of essence. Unity can only be achieved when there are no cracks in the structure. The tenets of ‘*Salaat*’ point towards this procedure; if there is a spot that is empty within the row before you, it is compulsory to fill it; additionally, if there are too many people in the row, it is often necessary to step back to the row behind.

The insight, as well as the proficiency of moving to fill a spot that needs to be filled; fulfilling a role that needs to be fulfilled, understanding the ‘need of the hour’ is one that is crucial in Islamic philosophy, and has been evident throughout history. Having the courage to do what needs to be done when it needs to be done is far from easy. It requires patience and humility, yes, but more importantly faith and belief. Often, a need arises with nobody willing to fulfill it, when nobody is ready to step forward to fill that gap, or take a step back if that field is oversaturated and fill another gap. That is when one is truly tested. The meaning of the word *fida* is defined as put-



ting forward all that you have- wealth, worldly possessions, family, and your life in the pure love and mohabbat of a *mufaddaa*- the cause or the person. *Fidagiri*, sacrifice, is not about doing what is convenient, but it is doing what needs to be done and giving that cause all that you can give. It is far from easy, but it is made possible due to the divine strength acquired through pure *mohabbat*. The annals of our Dawat's history are replete with precedents of true sacrifice and instances of *fidagiri* that are sources of inspiration for Mumineen of all ages around the world. Despite his lofty stature, for the *mohabbat* of the Dawat and *Rab al-Dawa*, Moulaya Raj ^{QA} donned the clothing of a beggar to guide Mumineen that had strayed back to the right path. He knew by doing this, that he would be perceived as a beggar and treated as such, and that he would attract the attention, and consequently, the hatred of enemies that would eventually kill him. Yet, he made a heroic sacrifice that was so significant and vital that we are Mumin today as a result. Another such example of stepping forward to fill the gap is Syedi Hasan bin Nooh ^{QA}. When the Dai ^{RA} in Yemen was threatened by his enemies, others saw no choice but to comply with their demands, fearful of the cost that the battle would entail. It was then that Syedi Hasan bin Nooh ^{QA} stated firmly that he would not allow

this to happen, and laid his all at the feet of the Dai ^{RA}.

The realization that no act of service is beneath a person is an idea that is incumbent upon us all as Mumineen to accept and understand. That is the crux of any form of *khidmat*; as such, we are prepared to step forward or step down to complete any task. During the restoration of al Jamea al Anwar, Mumineen performed a variety of *khidmat* that were crucial to the completion of the project within the given timeframe. The endeavors of Al Dai al Ajal, Syedna Aali Qadr Mufaddal Saifuddin ^{TUS} during this renovation were extraordinary and unparalleled. One instance of *khidmat* elucidates the true meaning of sacrifice. His princely stature makes the gravity of his actions even more significant. While the *masjid* was in a condition of abject neglect, the area behind the *mehrab* was in a particularly appalling state; locals had littered it with waste of every kind. Showing the depths of his humility, he was prepared to undertake the task of cleaning it himself. This is the epitome of *khidmat*.

Bowing our heads to Allah ^{TA} in *salaat* regardless of our status in life, standing with discipline humbly behind the Imam, all the *khidmatguzar* of 12 Umooor work as one. At the end of the day, the uniform of a Mumin is immaterial to their profession- be it a lawyer, doctor, teacher or engineer. Our uniform is one that benefits any and every form of *khidmat* that opportunity presents. Donning this uniform represents something far greater than just one person - for it has a lasting impact in this world, as well as in the hereafter. This uniform of *khidmat* unifies us all for it does not allow any conflict to break our formation, and blessed are those who live under its cool shade until their last breath.

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GLIMPSES FROM AROUND THE WORLD

Human Resource Management in

Marol



The 12 Umooor Committees in Marol present their goals for each quarter of the year. Along with presenting their financial needs, each committee also presents their human resources (HR) requirements for their projects. The HR Team then identifies individuals most capable of fulfilling the projects' requirements. Those who have registered for 12 Umooor are called to *khidmat* in line with their talents and interests. This way, Mumineen bring their capabilities and skills to their respective committees, who are able to complete high-quality projects, and Mumineen receive numerous opportunities for *khidmat* as well.

The Importance of the Jamaat Committee

Shk. Juzer bhai Kurlawala, Sigatul Amalat, Mumbai



The *Aayaan* of every Jamaat play a key part in running and operating the Jamaat smoothly and efficiently. That said, their primary responsibility is undoubtedly to the members of their community - their Mumineen. It is incumbent upon them to understand that their duty is to serve the Mumineen that live in their community, and that that is the very foundation of their *khidmat*, and the basis of their position (and *raza*). The *Aayaan* should be easily approachable, and very personable. It should be remembered that the goal here is not to sternly hold positions of power, but rather to be someone that other members of the Jamaat are comfortable with.

There are some life lessons that we can learn from our constant companion - the pencil- that are applicable to anyone in a leadership position.

First, everything you do will always leave a mark; it is important to be wary and aware of this.

Second, you can always correct a mistake you make, so long as you have enough humility to admit to your own shortcomings.

Third, what is important is what is inside of you; this is what will define your work and write your narrative.

Fourth, in life you will go through painful sharpening which will make you a better person. It is not about the trials and tribulations that we endure, but rather how we choose to face them that makes all the difference.

And finally, and possibly most importantly, that to be the best pencil you must allow yourself to be held and guided by the hand that holds you.

To make any sort of change is never easy, but as a member of the *Aayaan*, it is a part of the 'job description.' It is easy to do things and align with ideas that please people, it is much harder to implement the correct things that people are against. As it is said, a ship is always safe in its harbour, but that is not what it is built for.

The Key Attributes to Successful People

Shk Abizer bhai Patanwala, Group Chief Financial Officer (CFO), Mumbai



What is the first thing that comes to your mind when you think about Microsoft, Apple or Tesla as organizations? It will invariably be the leaders and their people, like Bill Gates, Steve Jobs, and Elon Musk, who made these organizations successful. The building blocks of an organization are its people. Successful entrepreneurs and businessmen and women, such as those mentioned above, recognize the importance of hiring and retaining high-quality employees early on. In fact, this is a key characteristic of successful managers to identify talent and ensure that high-performing and highly-skilled individuals are taken care of and retained. As such, recruiting the right people for the right jobs should be one of a manager's top priorities. Now, what attributes should managers look for in people when building their team?

Let me share with you some of my insights and experiences from over the last 25 years in the field:

First, I have always hired people with the right attitude. I have looked for the "can do" attitude in people. However, the required skills should be compromised. What I have seen is that skill and competencies can be acquired, but it is very difficult to change the attitude of people. People with the "can do" attitude generally perform well and they provide a huge relief to their teammates. These are the people who will find a way to get the job done, whatever it takes. Who

would not like to be freed from the strenuous task of finding solutions for each and every problem? This goes hand in hand with the Arabic saying, "Send a sensible person, and do not give him detailed instructions." A person who wants to figure out the best approach, needs not any motivation, nor any micromanaging, but will succeed with the right combination of attitude, skill, and intellect.

The second indispensable quality that I have looked for is integrity. Good ethics are a fundamental requirement to any successful venture. While the importance of good work ethics is indisputable, integrity becomes all the more important for individuals with a 'can do' attitude. It is important that these individuals do not pursue unethical ways to complete their work. The 'can do' attitude combined with lack of integrity can prove destructive for an organization. It might bring some short term benefits but will always be harmful in the long run. Instead, we should remember what Ameerul Mumineen ^{AS} has advised, that if a person is disloyal or miserly or loose-lipped, then you should exchange him for a fist of ash (remove yourself from his company).

Having the right mindset and pursuing good ethics is the key to becoming successful in any career. I would strongly recommend that we look for similar people to become part of both our personal and professional lives!

12 Umoor HR Workshop 1443H

For decades Jamaats have strived to uplift their local communities in aspects of both deen and duniya. In order to keep the Jamaat on-par with contemporary needs, Aqa Moula TUS has instructed the functions of the Jamaat to be divided into 12 Umoor. However, to implement an idea like the 12 Umoor across more than 500 Jamaats worldwide, would require change on both an institutional and grass-root level. This will undoubtedly take time and effort, but steady progress is being made every day.

A workshop may help members understand difficult concepts in a more digestible way, serve as a discussion place for practical solutions to commonly faced problems, and motivate participants to unlock their full potential. It can also provide a great opportunity to learn important soft skills required to navigate through the workplace. Keeping this in mind, the 12 Umoor Team conducted several workshops focused on key HR related principles to help 12 Umoor Committees better perform their khidmat. Presented here is a glimpse of what the project entailed.



49
WORKSHOPS

192
MAWAZE

4000+
ATTENDEES



Joining Hands in

Vasind

Upon receiving instructions to restructure the Jamaat into 12 Umooor, *khidmatguzars* in Vasind prioritized the strengthening of their HR Committee before working on any other Umooor. 8 experienced and active members were appointed and tasked with the role of fulfilling the HR needs of the *mouze*. Details of those who had already registered for *khidmat* were displayed in front of the team who suggested avenues for *khidmat* according to their interests. The HR Team then identified some Mumineen who had not yet registered but would be of a great help should they volunteer their services. Members found that most Mumineen were happy to participate when they were personally approached and asked to join.

A WORD FROM OUR READERS

Making Time for Khidmat

While I was completing my MBBS, I used to spend most of my time at hospital or college, but since I have enrolled in Tolaba-ul-Kuliyaat I have been afforded many opportunities of *khidmat*. It has helped me set my priorities and make time for *khidmat* even with my very busy schedules.

Burhanuddin Fakhri, Mumbai

BEZ and Me

I have had the opportunity of being a member of Bunayyatil Eidiz Zahabi. These *sanstha* gave me a platform to do *khidmat* in diverse fields with the common objective of *Maula's khushi*. Through BEZ we do *silat*, *khambargiri*, education support and many other activities. These 2 *khidmat* have made me stronger in my faith. Whenever I face a dead end, I just think of Maula and the road ahead becomes clear.

Insiyah Vaziri, Dubai

A common challenge that several non-profit organizations face is to amass enough volunteers for their cause. Despite being a small community near the outskirts of Chicago, the North Chicago Jamaat has worked tirelessly to strengthen their 12 Umooor Committees. *Khidmatguzars* found that new volunteers found it much easier to assimilate into the workforce when they were delegated smaller, less time-consuming responsibilities. With clear cut division of work, *khidmat* became more streamlined and it also became easier for members to stand in place of each other when needed. Simultaneously, new members reported that they felt a bigger sense of inclusion in the Jamaat, and they felt satisfied knowing that their hard work was appreciated by other Mumineen.

Strengthening the Community in

North Chicago



DID YOU KNOW?

Aqa Moula ^{TUS} periodically graces his *khidmatguzars* with titles, acknowledging even the humblest of their *khidamaat*. Here is a list of the different titles

he graciously bestows. Did you know them all?

NKD - al-Nashito fi Khidmat al-Dawat

MKD - al-Mukhleso fi Khidmat al-Dawat

NDI - Naseho al-Dawat al-Imamiyah

MDH - Moeeno al-Dawat al-Haq

NDH - Nasero al-Dawat al-Haq

NDF - Nasero al-Dawat al-Fatemiyah

12Q Identity Quiz

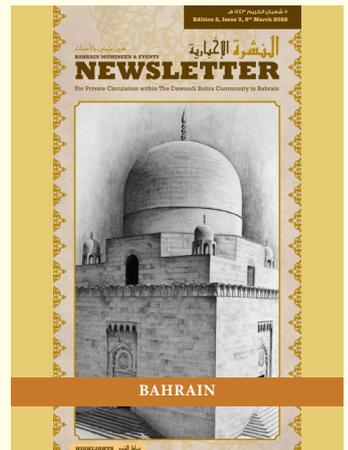


Each individual has an exclusive preference for what their favorite food is and similarly, each field of *khidmat* has its own unique flavor and appeal. What Umoor is best suited to you?

Answer these 12 questions about yourself, and we will suggest which Umoor you may find most enjoyable to work in, based on your personality and workstyle.



Local 12 Umoor Newsletters



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HUMAN RESOURCES

سلك حیاة
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