

LESSON # 1 How to recruit people?

Prophet Moses (A.S) escapes from ruthless kingdom of Pharaoh and reaches Madyan where he happens to meet another Prophet Shoaib (A.S) after helping his daughter who were being deprived of saturating their animals by big guns of the town. While Moses (A.S) was living with Shoaib (A.S), the eldest daughter recommends to her father to appoint Prophet Moses (A.S) Head Shepherd for their cattle. Prophet Shoaib (A.S) was bit surprised and asked his daughter

as to why he was being recommended for that job. She cites two qualities of Moses (A.S) for recruitment: 1) He is strong. 2) He has integrity (Qavi-ul-Amin). He was technically sound and was man of character. The Holy Quran documented this important recruitment principal for eternity. So, according to the book recruiters should look for two traits in new employees, that is skill-set and integrity/honesty.

Stephen Covey calls these traits as “Competence & Character” in his book “The 7 Habits of Highly Effective People”.

30 Corporate Lessons from Quran Lesson #1: How to Recruit People?



قَالَتْ إِحْدَاهُمَا يَأَبُ اسْتَجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَجَرْتَ الْقَوِيُّ
الْأَمِينُ (٢٦)

“One of the women said, “O my father, hire him. Indeed, the best one you can hire is the **Strong** and the **Trustworthy**.”
(28/26)

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Lesson # 2 Benefits of Networking

Quran categorically rejects life of monasteries and living in silos. It advises its followers to come out of their homes and spread in the universe and see the signs of Allah. It encourages building community centres and meeting people so that they help each other's and lay the foundations of peaceful and stable societies. In verses 29 & 30 of Surah 89, Allah clearly orders the followers to socialize and network with His pious people if you have to enjoy the fruits of prosperity, peace and abundance. Networking is

30 Corporate Lessons from Quran Lesson #2: Benefits of Networking



فَادْخُلِي فِي عِبَادِي (٢٩) وَأَدْخُلِي جَنَّتِي (٣٠)

“And enter among My (pious) servants.
And enter My paradise”

(89/29-30)

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one of the surest ways of climbing the corporate ladders and getting businesses that results in prosperity and abundance.

Modern day management gurus say that your network equals your net-worth. If your network is small, your net-worth is also small. How it all works? The successful people in your network give you inspiration and motivation to stretch yourself and smash the comfort traps of mediocrity. You are an average of your network. Stronger the network, bigger the average. Simple.

It is the power of my online network that helped me raise more than Rs. 200,000 for needy people with just two simple Facebook status updates in last 3 weeks. Except one, I have never met any of the donors in life.

Lesson # 3 Conflict Resolution

Conflicts are the part and parcel of daily corporate life. The only place without conflicts is graveyard. Conflicts are in a way a healthy thing provided people are fighting for the bottom line of the company. Personalized conflicts paralyze the company and dissipate creative energies in aimless and useless fights. The things have to be controlled when you see corporate warlords entrenched in their bunkers and shooting missiles loaded with personal agendas.

Here the role of boss is critical, crucial and pivotal. He has to liberate the organization from personal agendas of vested interests. He/she has to quickly resolve the conflict according to established SOPs (Standard Operating Procedures) of the company. The entire process of conflict resolution has to be mechanical, detached from personal biases and emotions and feelings. The following verse guides clearly that personal desire should not interfere the conflict resolution process.



30 Corporate Lessons from Quran
Lesson #3: Conflict Resolution

فَأَحْكُم بَيْنَ النَّاسِ بِالْحَقِّ وَلَا تَتَّبِعِ الْهَوَى

So judge between the people with truth and don't let your personal desires interfere.
(38/26)

PS: Being a sales trainer and business executive, I am relating verses of Quran to daily corporate life according to best of my abilities.

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Lesson # 4 When to Terminate an Employee?

The story of Prophet Adam (AS) and Iblees (devil) has many life lessons. Iblees was one of the most reverend angels. According to grand divine scheme, Allah created Adam from clay and asked all the angels to prostrate before him as a sign of respect and acceptance of him as His viceroy. All angels obeyed Allah's order except Iblees.

Verse 12 of Surah 7 tells us about the dialogue between Allah and Satan. "(Allah) said, "What prevented you from prostrating when I commanded you?" Satan said, "I am better than him, you created me from fire and created him from clay."

Satan was charge-sheeted. He was absolutely disobedient, unabashedly arrogant and on his act of disobedience, he had no regrets. Allah, being boss of the universe, had bigger picture in His mind and had different plans. The devil arrogantly disobeyed the divine instructions and ultimately, he was kicked out from paradise in a very humiliating way. He was not only kicked out but the universe was also informed about his character and warned to stay away from him.

The story has great lesson for today's corporate world. CEO has the big picture in his/her mind of organization's future road map. If one employee, no matter how good he/she has been in the past, arrogantly disobeys the instructions and ridicules the plans, that employee must be kicked out before he influences others and all employees must be warned not to follow his foot prints. Jim Collins in his book "How the Mighty Fall" refers to Hubris (arrogance) as foremost reason of the fall of giant organizations.

30 Corporate Lessons from Quran
Lesson #4: When to terminate an employee?



قَالَ فَاهْبِطْ مِنْهَا فَمَا يَكُونُ لَكَ أَنْ تَتَكَبَّرَ فِيهَا فَاخْرُجْ إِنَّكَ مِنَ الصَّاغِرِينَ ﴿١٣﴾

[Allah] said, "Descend from Paradise, for it is not for you to be arrogant therein. So get out; indeed, you are of the debased. (7/13)

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Lesson # 5 Difference Between Loser and Winner Attitude

The story of Adam (AS) and Iblees is full of lessons that we can implement in our lives, personal as well as corporate.

Iblees (Devil) was made of fire and Adam was made from clay. According to divine scheme, devil was asked to show reverence to Adam but his reaction was weird that made him loser forever.

Loser's Attitude

1) He showed arrogance and disobeyed the will of Allah and refused to bow before Adam on the reasoning that he was superior and would not do that. Arrogance is the first trait of a loser.

30 Corporate Lessons from Quran
Lesson #5: Difference Between Loser's & Winner's Attitude.



قَالَ فِيمَا آغَاوَيْتَنِي قَالَ رَبَّنَا ظَلَمْنَا أَنْفُسَنَا وَإِنْ لَمْ تَغْفِرْ لَنَا وَرَحْمَتَا لَنَكُونَنَّ مِنَ الْخَاسِرِينَ ﴿٢٣﴾

Satan said, "Because You have put me in error ..." (7/16)

Adam & Eve Said, " Our Lord, we have wronged ourselves. If you did not forgive us and have mercy upon us, we will surely be among the losers". (7/23)

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2) When devil was expelled from heaven, instead of accepting the responsibility of his dare-devil act, he accused God that “You misguided me” (7/16). So accepting responsibility of one’s acts of omission and commission is alien to losers and passing on the buck is the key trait.

3) Instead of repenting, devil challenged God that he would misguide His creature to take revenge of his expulsion from heaven. Using creative energies for negative purpose is the way of losers. Losers dissipate their talent on creating an atmosphere of revenge, pessimism and chaos instead.

Winner’s Attitude

On the other hand, attitude of Adam (AS) was totally different. When he fell victim to the persuasion of devil, he was also asked to leave heaven. And Adam’s response as described in Quran was: “Our Lord, we have wronged ourselves. If you did not forgive us and have mercy upon us, we will surely be among the losers”. (7/23)

The response of Adam vis-a-vis Devil shows the winning attitude. Winners accept responsibility of circumstances instead of blaming others of their miseries and misfortunes.

In the corporate world, losers blame external circumstances while the winners accept responsibility of failures and take corrective steps in future to reach goals.

Lesson # 6 Beware of the Employee who is Terminated

The story of Adam (AS) and Iblees (devil) has great lessons that we can incorporate in our lives. As you know Satan was kicked out from paradise because of his arrogance and false sense of superiority and sheer disobedience of Allah. With injured pride, he vows to take revenge by misleading Adam. He declared:” Then I will come to them from front, from behind, from right and left sides” (7/17). His sole purpose was to get Adam demoted. He approached Adam, in the words

of Quran, “And he swore (by Allah) to them, indeed, I am to you from among the sincere advisors” (7/21). By gaining confidence of Adam, he suggested him to touch the forbidden tree (7/20). By violating the instructions, Adam is also out of paradise.

This happens in corporate world daily. A person who is terminated vows to take revenge/avenge for his injured pride. He spreads rumors. He uses social media to malign and tarnish the image of organization. He shoots anonymous emails in the market to spread misinformation and disinformation. He puts up blogs against policies of company. He comes from front, from behind and from sides and leaves no stone unturned to persuade employees to leave company. A terminated employee is like injured snake having sharp fangs loaded with poison. He is looking

30 Corporate Lessons from Quran
Lesson #6: Beware of the employee who is terminated.



فَدَلَّاهُمَا بِغُرُورٍ

So, he (devil) made them (Adam & Eve) fall, through deception. (7/22)

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for the prey to sting. The company should be extra vigilant so that employees don't fall prey to his whispering, machinations and ploys.

The 48 Laws of Power is a great book on attaining, maintaining and enhancing your power, personal/professional. 10th law of this book says, "Avoid the Unhappy and Unlucky."

Lesson # 7 Sexual Harassment at Work Place

Sexual harassment is a common problem at work places. The story of Prophet Yusuf/Joseph (AS), is "the best of stories (12/3).

Yusuf has the potential to play bigger role in life and he shares his vision/dream with his father. Brothers are jealous of his potential. They throw him in well. By divine scheme, he is brought to city and gets a chance to serve at the king's house. He is charismatic; the wife of king has lusty thoughts towards him. She persuades him to have

relations with her and he seeks refuge of Allah and refuses and runs away. She is running after him and the king sees both of them in this situation.

The First Lady accuses him of rape attempt but Prophet of Allah says: "It was she who sought to seduce me." (12/26). Both of them are given chance to explain the situation. Yusuf is successful to prove his innocence.

Sexual harassment always emanates from position of authority. It flows down from stronger to weaker. Verse 23 of Surah 12 says: "And she, in whose house he was, sought to seduce him". The lady had power over the servant. She misused her power and initiated the harassment. The stereotypical thinking is that men normally initiate the harassment. It's not true. It is the stronger position that initiates sexual harassment; it can come from a man or a lady.

The Hollywood movie, Disclosure, of Michael Douglas and Demi Moore and Bollywood movie, Aitraaz, also deal with sexual harassment initiated by lady bosses.

There are three lessons that I will derive from sexual harassment saga of Prophet and the queen:

- 1) Always look what nuisance value the sexual harasser has over the victim to investigate. Power to terminate? Power to blackmail? Power to hurt?
- 2) The victim must seek refuge of Allah immediately.
- 3) Victim must run away from privacy. This is the Prophetic way.



وَرَوَدَتْهُ الَّتِي هُوَ فِي بَيْتِهَا عَنْ نَفْسِهِ
And she, in whose house he was, sought to seduce him. (12/23)

قَالَ هِيَ رَوَدَّتْنِي عَنْ نَفْسِي
Prophet Yusuf (AS) said: "It was she who sought to seduce me." (12/26)

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Lesson # 8 Ask for Bigger Role

Are you competent? Can you do things in your company in a better way than others? Is your credibility and integrity established?

Can you turn around the company? Are you confident to bring financial discipline in your company? Are you competent enough to take care of bottom line of your organization? Can you maximize the profits? Can you maximize the shareholders' value?

If yes, go to your CEO/boss and ask for the bigger role to play.

Convince him to give you more responsibilities because you can do things in a much better way. Enrich your job. Ask for the position. Don't be shy. Be bold.

This is what Prophet Yusuf/Joseph (AS) did. After surviving all the trials and tribulations, when his credibility was established, he envisioned to bring financial discipline in the kingdom. And he knew he could be THE BEST CFO (Chief Financial Officer).

He said to the king: "Appoint me over treasury of the land. Indeed, I will be knowing guardian" (12/55). The Prophet could have waited for the king's decision; he could have hesitated to ask for the position. But he did not. He was bold, he was confident, he was competent.

The successful people don't wait for others to put crowns on their heads. When they are eligible and deserving, they ask for the crown, or they create such conditions when people have to put crown on their heads.

Asking for the bigger position, elevation, promotion, diverse roles and job enrichment is the way of esteemed Prophet Yusuf.

30 Corporate Lessons from Quran Lesson #8: Ask for the Bigger Role



قَالَ أَجْعَلْنِي عَلَى خَزَائِنِ الْأَرْضِ إِنِّي حَفِيظٌ عَلَيْهَا

Yusuf/Joseph (AS) said: Appoint me over treasury of the land. Indeed, I will be knowing guardian. (12/55)

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Lesson # 9 No Holidays on Friday

Keeping Friday off or as working day is subject of discussion in the Muslim world since long. As per my knowledge of Holy Quran, there is no injunction (implied or explicit) to keep your work force away from work on Friday.

There is a separate chapter Al-Jumu'ah (Friday) that gives crystal clear injunctions to work on Friday rather than staying away from work.

Verse 9 of chapter 62 says when there is call for Friday prayer, leave business and rush to the prayer. It means that you were working prior to prayer that is why you are being asked to pull the shutters down.

The next verse says when you are done with Friday prayer, disperse to resume the business. The verse did not say that after prayer go to your homes. The clear orders are to resume the business.

The logic of Muslim clerics is that when you have Saturday or Sunday as holiday, you resemble like Jews or Christians. That is ridiculous argument. In your daily life, you do hundreds of things that make you resemble like Jews or Christians. You wear pant shirt; don't you look like

Christians/Jews? You use thousands of inventions of Jews/Christians and you never object. When you use Facebook, don't you look like Jews & Christians? Islam differentiates on ideology only and teaches global harmony and peace.

The Muslim clerics are ignorant of the interconnections of economies. This is not 7th century. World is now global village. You cannot cut off from the world for a day because of economic reasons.

The problem of clergy is that they have nothing to do with working of economy. They don't earn their livelihood by working. They teach others the golden principle of Prophet Muhammad (S.A.W) that "One who works with his hands is friend of Allah" but they themselves thrive on the donations/charity of workers.

Lesson # 10 Reforms... Kaizen

Quran's basic spirit is 'improvisation' by followers. Islam is incremental Din. It does not shake up the existing systems. It rather teaches advancing inch by inch. Quran was revealed in 23 years rather than overnight. It did not change demeanor of its followers with a jerk.

Quran teaches reforms, improvising on daily basis, adjusting to the realities rather than resisting. The emphasis is on incremental improvement,

30 Corporate Lessons from Quran
Lesson #9: No Holiday on Friday



إِذَا نَادَىٰ الصَّلَاةَ مِنْ يَوْمِ الْجُمُعَةِ فَاسْعَوْا إِلَىٰ ذِكْرِ اللَّهِ وَذَرُوا الْبَيْعَ

When there is Call for prayer on Friday, proceed to remembrance of Allah and leave business. (62/9)

فَإِذَا قُضِيَتِ الصَّلَاةُ فَانْتَشِرُوا فِي الْأَرْضِ وَابْتَغُوا مِنْ فَضْلِ اللَّهِ

When prayer is over, disperse in the land and seek from the bounty of Allah (that means resume your business after prayer break). (62/10)

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30 Corporate Lessons from Quran
Lesson #10: Reforms.....Kaizen



وَأَصْلَحَ فَلَا خَوْفٌ عَلَيْهِمْ وَلَا هُمْ يَحْزَنُونَ

And whoever reforms, there will be no fear concerning them, nor they will grieve. (7/35)

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personal development, working on systems, improving rules of business. People/companies that are always reforming and improving their systems don't have any fear of competition or getting left behind. A person who develops himself on daily basis, gains knowledge, refreshes his skill-set has no fear of becoming redundant in the company. But those who remain adamant to change and refuse to reform are replaced. That is law of nature.

After 2nd World War, when Japan was destroyed, Dr. Edward Deming went to Japan to teach them how to rise again and he taught them Kaizen...incremental improvement in systems, products, quality etc. He did not ask them to bring 100% improvement in a year. He asked them to "REFORM" incrementally and never stop. Whole world fears competition from Japanese but they are fearlessly moving ahead because they believe in improving daily.

You will be overtaken by fear of redundancy and replacement when you don't reform and improvise. This process is never ending. Anthony Robbins calls it CANI (Constant and Never-ending Improvement).

Prophet Muhammad (S.A.W) is reported to have said: "Every next day of a Muslim is better than his/her previous day." That is the Kaizen.

Lesson # 11 Don't Under Deliver

Of 30 lessons from Quran, first lesson on recruitment principle was derived from story of Prophet Shoaib (A.S). Hazrat Shoaib was sent to people of Madyan. This nation was notorious for cheating people with weights and measurements. They did not deliver goods as per the commitment and deprived people of their due rights.

Prophet warned the nation of dire consequences from Allah but the eminent people paid no heed to the advice and defied

the instructions. According to Quran, people of Madyan were punished with earthquake (they were buried dead) and they were losers (7/91-92).

There is a great lesson for business organizations and employees. Deliver what you promise. Organizations that will not deliver their goods/services as per the commitment, will become history. Customer services is the prime and fundamental duty of organizations. The consistent violators of customer service are replaced with other service providers.

Employees who consistently under-deliver are also losers. They are replaced with honest and competent people.

How Organizations Under-deliver?

1. Tampering with contents of products



فَأَوْفُوا الْكَيْلَ وَالْمِيزَانَ وَلَا تَبْخُسُوا الْبَخْسُ أَسْفَىٰ أَشْيَاءِ النَّاسِ

So, fulfill the measure and weight and do not deprive people of their due. (7/85)
[English translation from quran.com]

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2. Providing less quantity (one-minute call is like 58 second call)
3. Poor customer service
4. Not promoting employees and depriving them of bonuses/emoluments/increments
5. Not declaring dividends to share-holders
6. Evasion of taxes

7. Not paying salaries on time

How Employees Under-deliver

1. Coming to office late
2. Leaving office early
3. Mis commitments

Such organizations will lose customers and will wind up and such employees will lose jobs and professional reputation.

Lesson # 12 Capacity Building

When Pharaoh Cruelty crossed the limits, Allah ordered His Prophet Musa/Moses (A.S) to go to him and handle. It was a big project. Prophet was assigned the task of dismantling the well-established and strong regime. And Musa (A.S) certainly needed the art and skill-set of handling such a big task. He prayed to Allah for three things:

1) To build his capacity of handling such a big task. That included confidence, persuasion skills and fearlessness.

2) Allah's blessings and motivation so that challenges are handled with ease.

3) Superb communication skills

This prayer of Musa (A.S) has great corporate lesson. Whenever, you are being given a big task, a huge project and a tough assignment, you should ask your boss/company for the required resources (manpower, skills, budgets etc.) You need blessings and motivation and confidence of your boss. This prayer lays tremendous emphasis on communication and persuasion skills.

30 Corporate Lessons from Quran
Lesson #12: Capacity Building



قَالَ رَبِّ اشْرَحْ لِي صَدْرِي ۝ وَيَسِّرْ لِي أَمْرِي ۝ وَانْحُلْ كُتُوبِي لِسَانِي ۝ يَفْقَهُوا قَوْلِي ۝ (20/25-28)

Prophet Moses (A.S) said: "My Lord, expand for me my chest (remove my fears). And make my task easy. And untie the knot from my tongue. So that they may understand my speech." (20/25-28)

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Lesson # 13 What is Merit?

13th lesson is the continuation of lesson #12 in which Prophet Moses (A.S) prayed to Allah for increasing his confidence, capacity, and persuasion and communication skills to enable him for challenging the tyrannical regime of Pharaoh.

Moses did not just pray only for skill-set, but he also prayed for the key resource person as his deputy. He not only prayed but also recommended a name to be appointed as Deputy Project Manager. He justified the creation of a position for two reasons that deputy will increase his strength and will also share his task. So Prophet will be able to delegate his (routine) tasks to his deputy and he himself will focus on strategy part of dismantling the Pharaoh.

The interesting thing is that

Musa (A.S) recommended no one else except his own brother. The question is: Where is the merit? You might remember lesson #1 that prescribes only two attributes to appoint a new person, that is, 1) Technically Skillful 2) Trustworthy. Prophet Musa applied these two principles while recommending name of his brother. He was sure of competence and credibility of his younger brother. He knew his brother will not play politics in the grand game. He had utmost trust in his family.

The important lesson that I am drawing from this story is: All other things being equal (like competence and trustworthiness), appointing a family member as one's deputy is preferable because a Prophet did it and Allah approved it.

30 Corporate Lessons from Quran
Lesson #13: What is Merit?



وَأَجْعَلْ لِّي وَزِيرًا مِّنْ أَهْلِي ۚ هَارُونَ أَخِي ۖ أَشَدُّ بَوَاءً لِّي ۖ وَأَشْرِكْ لِّي أَمْرِي ۚ

Musa/Moses (A.S) said: "And appoint for me a minister from my family, Haroon/Aaron (A.S) My brother. Increase through him my strength, And let him share my task (20/29-32)

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Lesson # 14 Power of Repetition

Since childhood, I've been very curious about the repetition of words and verses in Quran. You'll find this art or science of repetition at the pinnacle in chapter Rahman when a single verse is repeated 31 times in total of 78 verses. I believe Quran is the ultimate document of overt and covert influence. Words literally penetrate into the heart, mind and soul. The mere recitation casts the magic that no mortal can resist. Probably chapter Rahman is the

30 Corporate Lessons from Quran
Lesson #14: Power of Repetition



فَيَا أَيُّهَا آيَةُ رَبِّكَمَا تَكْذِبَانِ ۝

So which of the favors of your Lord would you deny? (55/13)
This single verse has been repeated by 31 times in a sura of 78 verses.

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most recited chapter of the Holy Book by the followers.

Quran is a word of God and He's the perfect communicator. So why not copy the communication style of Almighty God?

Why companies run TV commercials repetitively? To hammer their message.

Have you watched movie Good Will Hunting that teaches the ultimate power of repetition? The use of "It's not your fault.... It's not your fault..... It's not your fault" many times in one single scene has magical effect on the troubled boy and that brings the turning point in the movie.

By the time the scene is over, the young man breaks down and cries. The counselor and patient hug. A transformation has occurred.

People associated with advertising must be knowing the name of P.T. Barnum. He used repetition concept back in the late 1800s. One of his ads had one line repeating:

Two Living Whales

Two Living Whales

Two Living Whales

Two Living Whales

Two Living Whales

You can't help but take a quick look on Barnum's ad.

Repetition is hypnotic. That's why hypnotists use to install their suggestions in the mind of their subjects. Their repeatedly saying, "You're getting sleepy" is said because, heard many times, subject will get sleepy.

Whenever next time you are writing an important letter, consciously choose to repeat your main points. Don't be afraid to re-iterate something. The more you repeat your basic strengths or basic reasons to buy your services, the more you'll influence the reader's unconscious mind.

Lesson # 15 CSR: Secretly or Publicity

Islam lays a great emphasis on spending in the way of Allah and promises reward in multiples, not only in this world but also in the Hereafter.

Quran allows us to advertise our charity or do it secretly. In another verse, spending secretly is better than spending publicly. Spending publicly always motivates others. People follow herd instincts. No matter how we spend, the real thing is spending from rightful earnings. There is always a reward. Not a penny goes unrewarded.

Sometimes Allah helps people from corners totally unimaginable.

30 Corporate Lessons from Quran
Lesson # 15: CSR: Secretly or Publicly?

الَّذِينَ يُنْفِقُونَ أَمْوَالَهُمْ بِاللَّيْلِ وَالنَّهَارِ سِرًّا وَعَلَانِيَةً فَلَهُمْ أَجْرُهُمْ جُزْءًا مِّمَّا كَانُوا يَعْمَلُونَ

Those who spend their wealth (in path of Allah) during day and night, secretly and publicly, they will be rewarded by their Lord {2/274}

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I have personally observed in my life. Whenever, I helped people unconditionally, someone from nowhere appears to help me. Life is a boomerang. What goes around comes around. Friends, spend. Secretly or openly. You will be rewarded by Almighty. The concept of CSR in our corporate world is coming from multinationals. So, they have learnt the intrinsic advantages of investment in charity work.

Lesson # 16 War Against ALLAH and His Messenger

Quran terms Riba (usury, sood) a heinous crime against humanity and strictly prohibits its business. This is such an abominable practice that Allah has warned the dealers of Riba that if they don't stop it, then get ready for war with Allah and His Messengers.

Usury is the most exploitative form of 'helping' others. Those who get this help are equally at war with Allah. I will talk about usury-based exploitative helping schemes by banks in the name of credit cards, consumer loans,

BTF (Balance Transfer Facility) being sold to corporate class to 'help' them live a life of their dreams. This fake sense of prosperity in the shape of gold cards is a guarantee of financial slavery. A rate of interest ranging from 22% per year to 40% is enemy of your prosperity and well-being. I worked for corporate sector for 15 years with blue-chip companies at lucrative positions but trust me I was always hand-to-mouth. It seemed I worked for banks for more than a decade. Whatever I earned, I paid to banks for using their cards and consumer loans. When my salary was just Rs. 30,000 per month, I spent around half a million rupees on my marriage. That was height of stupidity. Spending money you don't own and paying high rentals means you are ensuring financial troubles down the road.

A day came in my life when I was paying more than half of my salary to banks for using their money and I was drawing money from one card to pay installment of another card. What a financial management!

Then one day I surrendered in the war against Allah and His Prophet. I repented. I cut cards into pieces and sent to banks with letter of thanks for 'helping' me live a life of 'dreams'. It ended my nightmare. Now I don't use any card, any loan. Within four years, with grace of Allah, I have no worries.

I advise my corporate colleagues to surrender cards and consumer loans and trust me you will soon enjoy life with money that you earn. You can never win war with Allah. Next time, when you take out credit card from your wallet to pay for the expensive dinner at exclusive restaurant,



30 Corporate Lessons from Quran
Lesson # 16: War Against Allah & His Messenger

فَإِنْ لَّمْ تَفْعَلُوا فَأْذَنُوا بِحَرْبٍ مِنَ اللَّهِ وَرَسُولِهِ وَإِنْ تُبْتِغُوا فَتَاكُمُ
رَبُّوهُمُ أَفَلَا تَعْقِلُونَ وَلَا تَقْلُبُوا

And if you do not, then be informed of a war (against you) from Allah and His Messenger. But if you repent, you may have your principal – (thus) you do no wrong nor are you wronged. (2/279)

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just think for a moment and ask: Can I Win War against Allah and His Messenger? Just ask this question.

Lesson # 17 Change Management

Quran prescribes a great law of change and transformation. Our external conditions, blessings, states of happiness start from inside of our heart, mind and soul. Our visible miseries and misfortunes are direct result of our own set of dis-empowering and debilitating thoughts.

According to Stephen Covey of The Seven Habits of Highly Effective People, private victories precede public victories. First, we win or lose inside our deep chambers of minds then such winnings and defeats are manifested in the external world.

Allah never changes the condition of people unless they change their own thoughts. Sun's light is everywhere. But a farmer will get the crop only when he ploughs the land, sows the seeds, nurtures the crop, waters it at appropriate time and protects his fields from pests. Similarly, Allah's blessings are everywhere but His grace is for those who sow the seeds, take initiatives and execute things persistently. Man is the maker and designer of his own destiny.

How thoughts shape our life, just read a classic As a Man Thinketh by James Allen. This book will change you forever.

30 Corporate Lessons from Quran		
Lesson # 17: Change Management		
إِنَّ اللَّهَ لَا يَغَيِّرُ مَا قَوْمٌ حَتَّى يَغْيِرُوا مَا فِي أَنْفُسِهِمْ		
Indeed, Allah will not change condition of the people until they change what is in themselves. (13/11)		
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Lesson # 18 How to Handle Nuts?

Islam teaches modesty, humbleness and politeness. In the last verses of chapter 25, Quran describes the key traits of true servants of Allah. The first trait is that servants of Allah are humble people. They walk upon earth with ease. They are peace makers. They don't create troubles.

30 Corporate Lessons from Quran		
Lesson # 18: How to Handle Nuts?		
وَعِبَادُ الرَّحْمَنِ الَّذِينَ يَمْشُونَ عَلَى الْأَرْضِ هَوْنًا وَإِذَا خَاطَبَهُمُ الْجَاهِلُونَ قَالُوا سَلَامًا		
And the servants of the Most Merciful are those who walk upon earth with ease and when ignorant argue with them harshly, they say Peace (and walk away gracefully) 25/63		
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The second trait is when idiots, nuts, craziest and ignorant people use unbecoming language with servants of Allah, they don't indulge in meaningless and purposeless debate with them. Since servants of Allah are peace loving, they don't allow idiots to create chaotic scenes, they simply withdraw from such toxic debates and say "Peace" and move on gracefully.

The important point here is: Never pick a fight with idiots and nuts. They will out-beat you with their competence of foul language. In the corporate world, we face such characters often. Just ignore them, avoid them and maintain your grace. They will bring you to their level if you fought with them.

There is an old saying that never go into a pissing match with skunk. Skunk is an animal that urinates all the time. You can't compete with skunk.

Lesson # 19 Leadership Qualities

Last verses of Chapter 25 of Quran, (Al-Furqan...the Criteria), clearly explain the traits and qualities of Ibaad-ur-Rahman (Servants of Allah, True Men of Allah).

Islam expects from its followers a role to play in life, a meaningful role, a constructive role. True Men of Allah aspire to lead the humanity. They look forward to opportunities where they can contribute a lot. In line with this aspiration, they pray to Allah to grant them the opportunity where they can lead the

righteous and pious people. They want to jump out of comfort traps and aspire to live a life of challenges where they would be held accountable for results. True Men of Allah are not mediocre. They are the people who take responsibilities and initiatives.

If you remember the 8th lesson, Prophet Yusuf (A.S) requested the benign king to appoint him as in charge of treasury (12/55) because he knew he would set the financial house in order and he would bring merit and financial discipline. He could lead an easy life but that's not what the True Men of Allah are made of.

Message for my corporate colleagues is simple. Develop leadership skills and ask for the opportunity to lead people. Don't shy away or hesitate to ask for the leadership role.

Lesson # 20 Financial Discipline

My focus these days is on the last verses of chapter Furqan. These verses give us criteria (Furqan) of Ibaad-ur-Rahman, Servants of Allah, and True Men of Allah.



30 Corporate Lessons from Quran
Lesson # 19: Leadership Qualities

وَأَجْعَلْنَا لِلْمُتَّقِينَ إِمَامًا

(And those who pray to Lord) Give us the leadership of righteous people. 25/74

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True Men of Allah are moderate in spending. They neither spend mindlessly nor sit on the wallet. They spend moderately where it is needed.

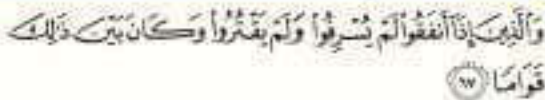
Reckless spending or living beyond the means is a passport to poverty. Using credit cards and loans to spend satanically on things that could be avoided leads to misery in the long term. Similarly, living a life of beggar when you have money in your wallet means thanklessness to Allah. True Men of Allah adopt the middle way.

The companies that recklessly spend money on luxuries, business class traveling and stay in luxury hotels by employees, foreign trips and excursions and maintaining fleet of limousines become history. Financial indiscipline is one the major causes of collapse of corporations. Do you remember the fall of BCCI? How it crumbled?

Similarly, companies that don't spend on expansion, customer service, employee's enrichment and welfare and all profits are gone into owners' pockets also face extinction. They are unable to stay competitive.

Companies where financial prudence and due diligence is the rule remain in the market.

30 Corporate Lessons from Quran
Lesson # 20: Financial Discipline



And they (True Men of Allah) are those who neither spend excessively nor sparingly, rather they are moderate in spending. 25/67

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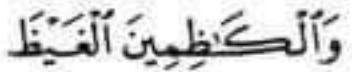
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Lesson # 21 Anger Management

In chapter 3, verse 134, Quran describes the criteria of friendship with ALLAH. The verse explains that those who control their anger are friends of ALLAH and are close to HIM. Anger is a great disease. It kills relation and health. Islam lays great emphasis on controlling anger. Holy Prophet MUHAMMAD (S.A.W.W) is reported to have asked from his followers. "Who is the wrestler?" companions said: "one who defeats the opponent in area". Prophet MUHAMMAD (S.A.W.W) said,

"No, wrestler is one who controls his anger". Anger makes the people regret later on.

30 Corporate Lessons from Quran
Lesson # 21: Anger Management



And those who control their anger (are friends of Allah)3/134

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Speak when you are angry and you will make the best speech you even regret. Ambrose Bierce (American Journalist, Story Writer, Editorialist).

Lesson # 22 Corporate Politics

Creating misunderstandings, whispering, rumor-mongering and spreading disinformation to harm others is one of the dirtiest acts in the eyes of Allah. He advises the people to stay safe from whisperers of evil by seeking His protection and refuge.

Creating misunderstandings and leg pulling is a normal act of corporate politics. Many people face such satanic characters who create misunderstandings about their integrity and competence. Always pray for the refuge and protection of Allah from such people.

30 Corporate Lessons from Quran
Lesson # 22: Corporate Politics



الَّذِي يَمْسُورُ فِي صُدُورِ النَّاسِ

And he who whispers (evil) in the heart of mankind 114/5

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Lesson # 23 Protection from Jealous Colleagues

People who are competent and deliver results and take responsibilities and initiatives face the wrath of jealousy from their colleagues. The jealous people burn in their own hell and can cause harm to those who are productive and shining stars. If you feel, people are suffering from jealousy, seek immediately the refuge and protection of ALLAH.

Jealousies is a deadly disease that its carriers are the evil people and one must pray for ALLAH's protection.

30 Corporate Lessons from Quran
Lesson # 23: Protection from Jealous Colleagues



وَمِنْ مَّسْرِحٍ حَاسِدٍ إِذَا حَسَدَ

And from the mischief of the envious one when he envies. 113/5

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Lesson # 24 Promotion on Merit

Quran establishes a fundamental principle that people get what they strive for. The ranks in this life and in the hereafter are according to our deeds. ALLAH does not play favorites. You don't get ranks because of mere relations with those who matter. You struggle for your position and ranks.

This lesson has great relevance in today's corporate world. The appointments and promotion have got to be according to performance. The message is very clear. No room for favoritism and nepotism.

30 Corporate Lessons from Quran Lesson # 24: Promotion on Merit



وَلِكُلِّ دَرَجَةٌ مِّمَّا عَمِلُوا

And for all there will be ranks from what they do. 46/19

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Lesson # 25 Social Courtesy

In verse 11, chapter 58, Quran gives us principles of assembling and meetings. First principle is when a meeting/assembling congregation is going on and someone else also comes in, make the room for him or her. Creating space for others is big virtue and ALLAH will reward by creating space for you.

I believe this is great principle in today's corporate setting. In corporate as well as social gatherings, one must have large heartedness to accommodate others. What goes around comes around. You create space for others, ALLAH will accommodate you by creating space for you.

30 Corporate Lessons from Quran Lesson # 25: Social Courtesy



يَا أَيُّهَا الَّذِينَ آمَنُوا إِذَا قِيلَ لَكُمْ فَتَحُوا فِي الْمَجْلِسِ فَأَفْحُوا بِحَسْبِ اللَّهِ لَكُمْ

O you who have believed, when you are told, "Space yourselves" in assemblies, then make space; Allah will make space for you.. 58/11

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Lesson # 26 No Late Sittings

In chapter 58, verse 11, Quran lays the principle of conducting meeting and assemblage and congregations. In the first part (lesson 25), it was stressed to create space for others and ALLAH will reward you by creating space for you.

In the second part, there is advice that when meeting is over, there is no need to prolong the sitting. Just sign it off. If the regular office timing is from 9 to 5 pm, why late sittings? Late sitting is a culture of some organizations and such organizations are not productive. Happiness Quotient of organizations known for late sitting is terribly low and turnover is always high.

30 Corporate Lessons from Quran Lesson # 26: No Late Sittings



وَإِذَا قِيلَ اٰنْشُزُواْ فَاَنْشُزُواْ

And when you are told, "Arise," then arise 58/11

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Lesson # 27 Carrot and Stick

The business graduates learn in management books about motivating employees with carrot and stick. Either you give incentives to employees to motivate or you penalize them to see behavioral corrections in them. This principle is not new. The management gurus derived it from divine wisdom.

Carrot and stick is the way of ALLAH to motivate people to bring and keep them off the right path. If they do the right things, they will deserve heaven wherein they will live eternal life.

And if they swayed by their own desires, and are off the right track, their permanent abode will be hell.

There are only two stimuli behind every action of human beings. Either they seek pleasure (Heaven) or run away from pain (Hell). This concept has been explained in great detail by Anthony Robbins in his book *Awaken the Giant Within*.

30 Corporate Lessons from Quran Lesson # 27: Carrot & Stick



اُولٰٓئِكَ اَصْحَابُ النَّارِ هُمْ فِيهَا خٰلِدُوْنَ
وَيَدْخُلُوْنَ جَنَّٰتٍ تَجْرِيْ مِنْ تَحْتِهَا الْاَنْهٰرُ خٰلِدِيْنَ فِيْهَا

They will be (the) dwellers of the Fire, to dwell therein forever. 58/17

And We will admit them to gardens beneath which rivers flow, wherein they abide eternally. 58/22

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Lesson # 28 Power of Association

A man is known by the company he keeps. A man is also known by the company he keeps away from. Association with the right kind of people determines our future and how far we can go in life.

In the very first chapter of Quran, ALLAH gives criteria of selecting and rejecting the people as friends and comrades in life. We are asked to pray to associate with those who are blessed and graced by ALLAH and disassociate from those who are losers, who have evoked

wrath of ALLAH and are left behind. The association and friendship is purely objective. You make friends who are bestowed upon by ALLAH and shun away from all those who have defied the limits set by the highest authority of universe.

Late Jim Rohn, one of the most influential business philosophers and my all-time favorite guru says:

“One of the keys to success often overlooked is people with whom we’ve chosen to associate everyday often unconsciously and decisions, attitudes and actions of those with whom we spend the greatest amount of our time.

One of the crucial elements of exceptional life involves the careful analysis of how we’re affected by our associations of others. If you’ve to evaluate the major influences in our life, the person who you are becoming, this has to be high on the list the people you choose to allow into your life”. To read my separate blog on power of association, please click [here](#).

In my workshops, I conduct an exercise that determines that we are an average of our 10 best friends. Our health (spiritual, mental, physical, financial, social, intellectual) is average of our 10 best friends. If you want to improve your health, choose friends consciously and objectively.



30 Corporate Lessons from Quran
Lesson # 28: Power of Association

أَهْدِنَا الصِّرَاطَ الْمُسْتَقِيمَ صِرَاطَ الَّذِينَ أَنْعَمْتَ عَلَيْهِمْ غَيْرِ الْمَغْضُوبِ عَلَيْهِمْ وَلَا
الضَّالِّينَ ﴿١٠﴾

Show us the straight path. The path of those on whom You have bestowed Your grace, not of those who evoked Your anger and those who got astray. 1/6-7

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Lesson # 29 Communication Skills

Quran lays a great emphasis on building and nurturing social relations. One of the ways to nurture relations is to always speak nicely and gently and kindly.

Our relations within families as well as in organizations are determined by quality of our communications skills. What we say does not matter but how we say matters a lot. Harsh, sarcastic, cynical and unkind words systematically eat away the healthy relations. The wounds of unkind words never heal.

Next time when we speak in your meetings and draft your next memo or email, consciously choose words that are kinder, gentler and nicer and observe the results of divine advice. If you liked this lesson, please share and spread. Next lesson will be on Power of Thinking.

30 Corporate Lessons from Quran Lesson # 29: Communication Skills



وَقُولُوا لِلنَّاسِ حُسْنًا

And speak to people nicely (2/83)

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Lesson # 30 Power of Thinking

ALLAH has enabled the human beings with the power to think. He has been given a free choice of selecting his thoughts. With this ability to think, man is also being guided about success and failure in this life and in the hereafter.

He will be successful whose thoughts are pure, clean and positive. His manifestation of positive results will be in proportion to positivity and purity of thoughts. And that man is a big failure who corrupted his thoughts with negativity. The impure and negative thinking will result misery. The choice lies with us.

30 Corporate Lessons from Quran Lesson # 30: Power of Thinking



قَدْ أَفْلَحَ مَنْ زَكَّاهَا ۖ وَقَدْ خَابَ مَنْ دَسَّاهَا ۖ

He will indeed be successful who purified it. And he failed who corrupted it has (91/9-10)

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