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## THE RELEVANCE OF PROPHET MUHAMMAD'S LEADERSHIP AS A MODERN LEADERSHIP ROLE MODEL

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### Abstract

*The era of the Prophet Muhammad did not recognize the science of management and leadership, but he applied the science very well and perfectly. This study aims to explain and analyze the leadership of the Prophet as a modern leadership role model. Researchers use qualitative methods with the type of library research. The data used in this study used secondary data derived from books, Scopus-indexed journals (Q1-Q4), Sinta-indexed (S1-S4), and website articles that are relevant to the research topic. The data analysis technique uses content analysis. Researchers analyzed in depth the content of the sources obtained. The results of this study explain that the life of the Prophet Muhammad is inseparable from his function as a pioneer, aligner, empowerment, and role model. The relevance of the Prophet's leadership as a modern leadership role model is related to the leader's method of overcoming problems in modern times based on Islamic leadership principles for the realization of the masalah of the ummah.*

**Keywords:** *Leadership, Prophet Muhammad, Modern Leadership Role Model*

### Abstrak

Zaman Nabi Muhammad belum mengenal ilmu tentang manajemen dan kepemimpinan, namun beliau telah menerapkan ilmu tersebut dengan sangat baik dan sempurna. Tujuan penelitian ini adalah untuk menjelaskan dan menganalisis kepemimpinan Rasulullah sebagai role model kepemimpinan zaman modern. Peneliti menggunakan metode kualitatif dengan jenis penelitian *library research*. Data yang digunakan dalam penelitian ini menggunakan data sekunder yang berasal dari buku, jurnal terindeks Scopus (Q1-Q4) dan terindeks Sinta (S1-S4), serta artikel *website* yang relevan dengan topik penelitian. Teknik analisis data menggunakan *content analysis* yaitu peneliti menganalisis secara mendalam isi dari sumber yang diperoleh. Hasil penelitian ini menjelaskan kehidupan Nabi Muhammad tidak terlepas dari fungsinya sebagai perintis, penyelaras, pemberdaya, dan panutan. Relevansi kepemimpinan Nabi Muhammad sebagai role model kepemimpinan modern berkaitan dengan metode pemimpin dalam mengatasi permasalahan pada zaman modern yang berdasarkan prinsip-prinsip kepemimpinan Islam demi terwujudnya kemaslahatan ummat.

**Kata kunci:** *Kepemimpinan, Nabi Muhammad, Role Model Kepemimpinan Modern*

## INTRODUCTION

Leadership is important to the management structure (Tampubolon 2018:22–35) and will determine the fate of the organization (Fabio, Hubeis, and Puspitawati 2016:91), agency, or government (Wargadinata 2016:1–14). Therefore, it takes a leader who can lead and be an example for his subordinates to make changes in a positive direction in the modern era. The need for a leader is due to the complexity of leadership problems in an organization. It is not terms of the fundamental system of leadership that is the root of the problem, but the attitude,

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morals, and character, of a leader who is a factor for the success of the current leadership condition (Ikhwan 2019:111–154).

Islam has a role model figure in leadership, namely Prophet Muhammad (Maktumah and Minhaji 2020:133). His leadership became a benchmark that could be applied to every age (Tyas 2019:7). Prophet Muhammad has exemplified his leadership in various sectors such as (Faishol 2020:19); Leadership in Education (Alamsyah 2017:120), Religion and government (Steenbergen 2020:30–44), military (Habibi, Jalwis, and Daud 2020:76), and entrepreneurship (Susanto 2022:335). He also exemplified the success of leadership with strategy, for example in doing business that upholds the value of honesty in every activity so that the business is successful (Arifah et al. 2020:1) and sustainable (Susanto 2022:335).

Prophet Muhammad is known as a holistic, accepted, and proven leader (Duryat 2021:75). Holistic leadership means leadership that can develop leadership and managerial aspects in various fields (Dewi 2019:47–76). He has proven to be able to develop all fields such as self-development, economy, business and entrepreneurship, harmonious households, harmonious society, dignified political system, moral and enlightening education system, fair legal system, and a sound defense strategy as well as ensuring the security and protection of its citizens (Zuhdi 2014:35–57). The nature of accepted because it has been recognized by more than 1.3 billion people (Zuhdi 2014:54). While proven because it has been proven for more than 15 centuries algorithm is very relevant to be applied today (Duryat 2021:75).

During the leadership of the Prophet Muhammad, the science of leadership and management was still unknown (Maktumah and Minhaji 2020). However, he has applied the basics of leadership and managerial skills very well and perfectly (Munir 2021:16). Antonio explained that the Prophet had 4 leadership functions at once, namely as a pioneer (pathfinding), aligning, empowering, and modeling (Antonio 2010:6–7). The leadership function as pathfinding is by understanding and meeting the needs of stakeholders to achieve the expected goals. This leadership function he exemplified in all da'wah activities is to invite people to the right path. So that today the example of his leadership can build a modern social order, multiculturalism, universal values, and the rule of law which was then developed by the Khalifah afterward. (Munir 2021:17). The alignment function is to align the system in the organization so that it can work synergistically, as when the Prophet Muhammad made the Hudaibiyah agreement which benefited the Muslims without harming the tribes around Medina (Rusdiyah 2017:1). The empowering function is to foster enthusiasm and strong commitment in the organization as when he united the Muhajirin and Anshar (Yakub

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2019:31). The modeling function is that leaders can provide positive examples in various aspects such as responsibility, character, and morals. He exemplified this function when he helped dig trenches for the Khandaq war strategy (Sariningsih, Yuniyanto, and Isawati 2019:125).

There are many examples of the leadership of the Prophet Muhammad so it needs to be explored more deeply to be used as a reference for exemplary leadership, especially leadership in modern times. With the existence of a leadership role model based on the Prophet Muhammad, it is expected to be able to make leadership evaluation material for individuals, organizations, or agencies. The results of this study are expected to anticipate leadership problems or human resource problems in modern times and be able to make a maximum contribution to the organization, agency, or surrounding community.

### **LITERATURE REVIEW**

Leadership is a fundamental component in the process and function of management within an organization or agency. There are many definitions of leadership according to scholars. But in essence, Leadership is related to the subject or person who is trusted to be a leader, who is seen as having better abilities and skills than the average person in an organization. A person's leadership in an organization determines the success or failure of the organization he leads (Sahadi, Taufiq, and Wardani 2020:513–524).

GR Terry & LW. Rue understand leadership as the process of influencing others to do something under certain circumstances in achieving organizational goals (Terry and Rue 1993:82). In line with this understanding, Sergiovani said that leadership is a series of leadership processes in organizing and inspiring work groups to achieve goals by applying management techniques. Leadership without management is nothing more than words (rhetoric), while management without leadership will not actively produce creativity and major changes in the organization (Sergiovani 1987:107).

According to Sweeney and McFarlin, leadership involves a set of influence processes between people. The process aims to motivate subordinates, create a vision of the future, and develop strategies to achieve goals (Sweeney and McFarlin 2002:105). Meanwhile, according to Watkins, leadership is related to members who have the distinctiveness of a group that can be positively distinguished from other members either in behavior, personal characteristics, thinking, or group structure (Watkins 1992:79). Based on the opinions of experts, the author concludes that leadership is a set of processes to influence others who

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are led by someone who has better abilities and skills than the average person in an organization or agency to motivate, realize future visions, and develop strategies to achieve the desired goals.

Research on the leadership of the Prophet Muhammad has been widely done. The results of Tyas's researchers explain that the Prophet Muhammad has two special traits. Personal traits such as shiddiq, amanah, tabligh, fathanah. While public traits such as providing exemplary, deliberation, motivation, and nobility of ethics and morals. These traits can provide transformation and integration of education in educational institutions (Tyas 2019:4).

The results of Bashir Abdullatif et al's research explain that Islamic leadership can solve problems related to the practice of opposition to Islamic leaders. This research suggests applying leadership methods that can integrate components of thought and embrace fundamentals that are critical to the success of Islamic leadership (Abdullatif and Sharif 2020:174–182). While the results of research conducted by Mubasyaroh explain that the Prophet gave an example of a democratic attitude to his companions when he led the community in Medina by establishing an Islamic state. This democratic nature is not inherited by the crown prince but is left to the will of the Muslim ummah (Mubasyaroh 2018:95).

Eka Safitri et al's research, explains that a democratic attitude is the leadership style of the Prophet Muhammad that can be applied today. This research also explains that the Prophet Muhammad is a role model for leaders, even today leaders should apply the leadership style of the Prophet Muhammad, who was religiously democratic. (Safitri et al. 2021:156–166). Based on previous research, this study has similarities in terms of research subjects who chose the Prophet Muhammad as a leadership role model. However, this study emphasizes the ethics, attitudes, and leadership styles of the Prophet Muhammad in a more complex manner, which includes education, religion, economics, politics, and the military.

## **RESEARCH METHODS**

This research uses a qualitative method with a type of library research. The data used in this study are secondary data sourced from books, Scopus-indexed journals (Q1-Q4), and Sinta-indexed (S1-S4) as well as articles from the mass media related to the research topic, namely the leadership of the Prophet Muhammad in various fields, both education, religion, economics, politics, and military.

The main reference books used by the author include; Sirah Nabawiyah book by Shafiyurrahman al Mubarakfuri, a book entitled Prophet Muhammad as a Military Leader by Afzalur Rahman, a book entitled Life History of the Prophet Muhammad by HM. Bashiruddin Mahmud Ahmad, a book entitled The Exemplary Character of the Prophet Muhammad by Ahmad Muhammad Al-Hufiy, a book entitled Prophetic Leadership by Hamdani Bakran Adz Dzakiy, and a book entitled Islamic Education Leadership by M. Fahim Tharaba.

Data collection techniques in this study use documentation techniques. The data analysis technique in this study uses content analysis. Researchers analyzed in depth the content of the sources obtained which were then crosschecked on several other sources so that a valid source was obtained, namely the relevance of the Prophet's leadership as a modern leadership role model.

## RESULTS AND DISCUSSION

### Characteristics and Leadership Models of Prophet Muhammad

The character of the Prophet Muhammad is benevolent-centric and is consistent with the Qur'an. When 'Aisha (RA) was asked about the character of the Prophet, he replied, "Verily the character of the Prophet of Allah is the Qur'an " (Griya Al-Qur'an 2020).

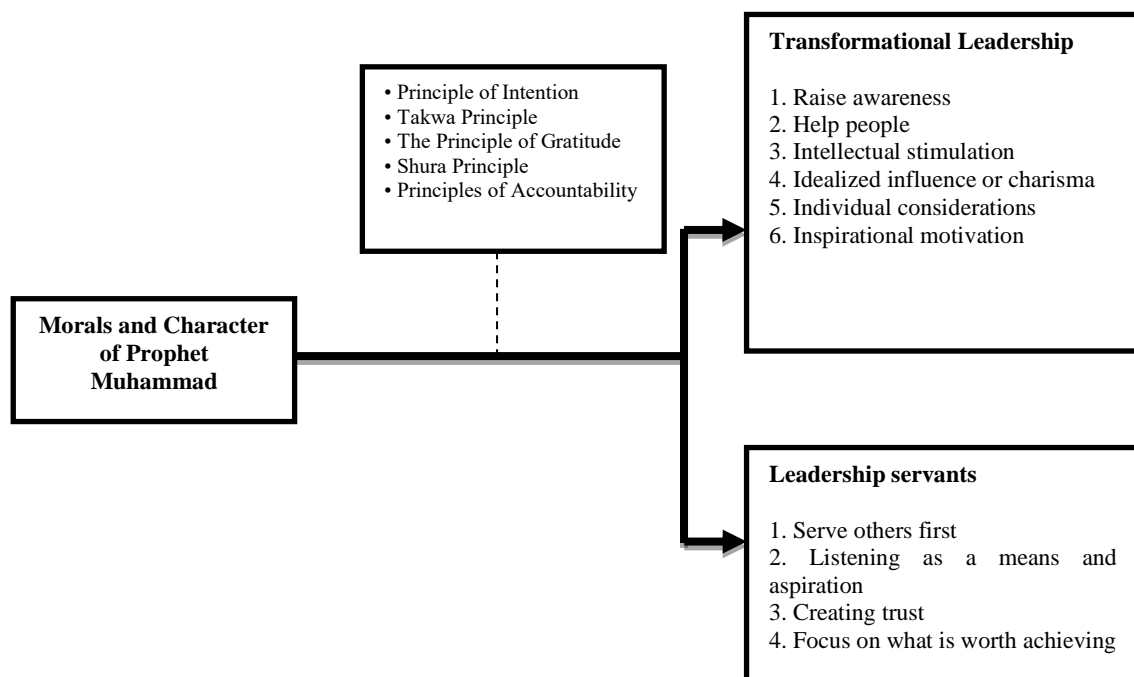


Figure 1 Morals and Character of Prophet Muhammad

Source: (Beekun 2012:1008)

The model as well as the leadership characteristics of the Messenger of Allah are also depicted in the Qur'an Surat Ali Imran verse 159 (Kementerian Agama 2010:71).

فِيمَا رَحْمَةٍ مِنَ اللَّهِ لِنْتَ لَهُمْ وَلَوْ كُنْتَ فَظًّا غَلِيظَ الْقَلْبِ لَانْفَضُّوا مِنْ حَوْلِكَ فَاعْفُ عَنْهُمْ  
وَاسْتَغْفِرْ لَهُمْ وَشَاوِرْهُمْ فِي الْأَمْرِ فَإِذَا عَزَمْتَ فَتَوَكَّلْ عَلَى اللَّهِ إِنَّ اللَّهَ يُحِبُّ الْمُتَوَكِّلِينَ

“So by the grace of God, you are meek to them. Had you been rude (in words and deeds), they would have left you (unwilling to be close to you). Forgive them. Beg for mercy for them. Invite them to consult (listen to their aspirations) in all matters (to be done). If you are determined, laugh at God. Truly God loves people who are tawakal” (Surat Ali Imran verse 159).

Based on the verse above, a leader is recommended to have character, be gentle, forgive the mistakes of others, ask for forgiveness for his people who sin, listen to the aspirations of the people (democratic), have a strong commitment to carry out the duties assigned, tawakal to Allah Almighty.

Table 1 The basic qualities of the Leadership of the Prophet Muhammad

Aspect	Nature	The Nature of Prophet Muhammad
Guiding Vision	Have a clear strategic idea of what to plan and have a strategy of strength to survive when experiencing failure	He often gives good news about the victories and successes that his followers will achieve in the future. This clear vision can make the companions remain patient and steadfast even though the struggles and obstacles are so hard
Passion	Love what is done, have extraordinary sincerity in life, and professionalism	The various ways his enemies did to stop his struggle never worked. He remained steadfast, patient, and earnest.
Integrity	Integrity is obtained from one's own knowledge and maturity. Knowledge of strengths and weaknesses, firmly holding principles, and learning from experience as learning from and working with others	Prophet Muhammad is known for having high integrity, being committed to what he says and decides, and being able to build a strong team as proven in various military expeditions
Trust	Gaining the trust of others	He is famous as a very trusted man (al-Amiin) and this was recognized by his enemies such as Abu Sufyan

Aspect	Nature	The Nature of Prophet Muhammad
		when asked Hiraklius (Roman Emperor) about the behavior of Muhammad
Curiosity	Have curiosity about everything and want to learn as much as possible	The first revelation handed down was the command to read (Iqra)
Courage	Dare to take risks, experiment, and try new things	The ability to carry the apostolic duty at all risks is an extraordinary courage

Source: (Antonio 2010:23)

According to Choudhury and Watt, Prophet Muhammad was not only a leader within the scope of the state but led the ummah throughout the world. The traits and skills found in the Prophet Muhammad can be accepted and recognized by all human beings (Choudhury 1993:33; Watt 1961:195). Prophet Muhammad always set a good example for the ummah. He not only issued directives but was the first to perform the practices directed to his followers (Fu'ad 2006:92). In addition, Antonio explained that the Prophet Muhammad had skills formulated by leadership teachers. For example, the following skills are proposed by Burt Nanus and James O'Toole:

Table 2 Prophet Muhammad's Skills as a Leader

Megaskills	Means	Prophet Muhammad
Visionary	The eyes always look at the distant horizon, even though the foot is stepping toward it	While digging trenches (khandaq) around the city of Medina he saw the glory of Muslims reaching the Levant, Persia, and Yemen
Mastering Change	Set the speed, direction, and rhythm of change in the organization.	The Hijrah to Medina was a change initiated by Muhammad and was able to influence the map and direction of world civilization
Organizational Design	An organizational builder who has the authority and can realize the desired vision	He designed a new form of social order in Medina soon after he emigrated to the city. For example, fraternizing Muhajirin and Anshar, drafting medina charters, and building markets and mosques
Anticipatory Learning	Lifelong learners committed to promoting organizational learning	He always encourages us to learn throughout life, he said "Demand knowledge from the cradle of the mother to the grave"

Initiative	Demonstrate the ability to make things a reality	The peaceful conquest of Makkah is evidence of the success of Muhammad.
Mastery of Interdependence	Inspire others to share ideas and beliefs, to communicate well and regularly, and to seek problem-solving collaboratively	He often asks for the opinions of friends in strategic matters, for example in the establishment of war strategies and social affairs.
High Standards of Integrity	Fair, honest, tolerant, trustworthy, caring, and open. Loyal, and committed to the best of the traditions	He was a fair man in deciding matters, honest, and tolerant of adherents of other religions.

Source: (Antonio 2010:24)

### Western Scholars Perspectives on the Prophet Muhammad Leadership Model

Prophet Muhammad is a leader and role model who must be believed and followed by Muslims. He is not only admired by his people but also received praise and recognition from western thinkers and scientists who are non-Muslims. In the book *Sejarah Tuhan Kisah 4.000 Tahun Pencarian Tuhan dalam Agama-Agama Manusia*, Karen Armstrong said that Islam was able to transform the Arabian ignorant society into the center of a new world civilization (Armstrong 2014:37). In addition, in the book *Muhammad Prophet For Our Time* Karen Armstrong also describes the figure of the Prophet Muhammad as an extraordinary person who is talented, brave, and complex. She describes the Prophet's character and ideas with detail and power to drastically change history and attract millions of followers (Armstrong 2013:91).

Dr. Zuwaimer, an orientalist from Canada explains in his book entitled *The East and its Traditions*. He says that the Prophet Muhammad was undoubtedly one of the greatest religious leaders. He was a reformer, a scholar, eloquent, courageous, and a great thinker. The Qur'an that came with the Prophet Muhammad and its history bear witness to the truth. A similar sentiment was expressed by Bretly Hiler, a German Orientalist. He said that Muhammad was a head of state and cared about the lives of the people and their freedom. He punished those who committed crimes according to the conditions of his time and according to the situation. In his preaching, he used a gentle and polite manner even with his enemies. In his personality, the two most important traits are justice and compassion (Armstrong 2013:95).

Bernardesho, a British scientist in his book entitled "Muhammad" said that the world is in dire need of Muhammad's thoughts. It was this prophet who put his religion always in an



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honorable and high position, the religion that is most powerful in digesting all civilizations and is eternal throughout time (Muiz 2015:43). Snersten Elasogi, a professor of Aramaic, explains that the Prophet Muhammad had great privileges and characteristics. His Sharia is the most perfect. He is above the great figures of history (Yasien 1989:21).

Michael Hart, an American historian, explains that Muhammad is the only figure in all of history who succeeded with such great success at the Religious and World levels. There were many apostles, prophets, and leaders who started with great missions. But they died without perfecting those missions. Muhammad was the only Messenger who perfected his religious mission, established its laws, and was believed by nations during his lifetime (Hart 2017:49). In addition, Lev Tolstewi, a great Russian writer, Dr. Shaberk, an Austrian scholar, Tomas Karlil, an English philosopher and Goethe, a German writer, said that Muhammad was a man of pride because he had liberated the lowly. Muhammad's Shari'ah will rule the world because of its compatibility with reason and wisdom (Siregar 2019).

Syafi'i Antonio wrote a leadership concept that refers to the criteria of modern scientists, namely Stephen Covey. Leaders must be able to apply the right leadership functions, namely; as a pioneer (pathfinding), aligning, empowering, and modeling (Antonio 2010:20):

### **1. The Pioneering Function (Pathfinding)**

Leaders must pave the way by developing a vision, mission, and strategy that aligns with the expectations of their stakeholders (Umam 2018). According to Fatwan and Sitanggang, leaders must look forward and backward. In the context of a company, looking forward means ensuring that the needs of its stakeholders are understood to take real action. Meanwhile, looking back means ensuring the development and articulation of an organizational vision and goals that are in line with the goals of stakeholders (Fatwan and Sitanggang 2014:1).

This function is found in the Prophet Muhammad because he took various steps in inviting humanity to the right path. And has succeeded in building a modern social order by introducing the values of universal equality, the spirit of pluralism and multiculturalism, and the rule of law as a solution amid conditions of uncertainty (Antonio 2010:21). In the business sector, the Prophet was known as a pioneer for Muslim entrepreneurs. The spirit of entrepreneurship was followed by companions such as Abdurrahman bin Auf, Zubair Ibn Awwam, Talhah bin Ubaidilah, and Shuhaib bin Sinan (Heriyansyah 2018:190). The companions also have the nature, personality, and

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ethics of entrepreneurship which is very high which has been exemplified by the prophet Muhammad. The commerce run by the Prophet Muhammad and the Companions resulted in successful and sustainable commerce (Arif et al. 2021:98–102).

## **2. The Aligning Function**

Leaders must be good at aligning all systems in the organization to be able to work together and synergize with each other (Saputra and Sutanto 2021:17) to achieve key priorities, as well as the focus of the organization's or agency's results (Fatwan and Sitanggang 2014:1). The Prophet Muhammad was able to harmonize various strategies to achieve his goals in broadcasting the teachings of Islam and building a good and modern social order (Umam 2018:59–74). When many of the Companions rejected his willingness to make the Hudaibiyah peace agreement which was seen as favorable to the polytheists, he insisted on the agreement (Mubasyaroh 2018:95). In the end, the agreement turned in favor of the Muslims. While the polytheists asked that the agreement be terminated. In addition, he was also able to build a strong system of diplomatic relations with the tribes and kingdoms around Medina, and create a strong defense system so that Medina grew into a new country that was quite influential at that time. (Antonio 2010:21).

## **3. The Empowering Function**

This empowering function provides opportunities for the development of talents, especially for efficient team building (Fatwan and Sitanggang 2014:1). He always fosters an atmosphere around him so that everyone is able and willing to give their best. The Prophet Muhammad's skill in synergizing the various potentials possessed by his followers in achieving a goal. For example, in setting the strategy for the battle of Uhud, he placed archers on the ridge to protect the Muslim infantry troops. He also wisely fraternized the Muhajirin and Anshar when he began to build the community of Medina (Mastori, Maggalatung, and Arifin 2021:189).

## **4. The Role Model Function**

Leaders strive to build relationships based on trust, providing feedback, and being productive (Fatwan and Sitanggang 2014:1). Prophet Muhammad was responsible for his speech, attitude, behavior, and decisions (Umam 2018:59–74). Prophet Muhammad was known to be very strong in adhering to decisions that had been agreed upon (Maulana, Arifin, and Sumarsono 2019:189). On the eve of the battle of Uhud, more voices wanted the Muslims to call the polytheists outside Medina than those who

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wanted to stay on the outskirts of Medina. The Prophet Muhammad initially chose the second opinion. But because it followed the majority vote procedure, the decision was finally made to meet the Makkah troops outside Medina (Umam 2018:59–74).

The first of these four leadership functions is that leaders must be willing to play the role of pioneers. Pioneers amid changes that occur, to find a way out. Second, after the path is found, the leader's role is needed as a harmonizer. The third role is that the road must be smoothed to smooth all the work, this includes the function of empowerment. These three points cannot be carried out properly if these leaders cannot be used as role models. Then the fourth point is a role model

### **The Relevance of Prophet Muhammad's Leadership as a Modern Leadership Role Model**

A leader today has a distinctive leadership style within the scope of an organization, institution, or government. Such as democratic, charismatic, autocratic, laissez-faire, transformational, and transactional leadership styles. The leadership style is a character as well as a leader's method to be able to overcome problems in this modern era. Although it has advantages and disadvantages, in Islam, the limits or categories of good leadership have been exemplified and applied. Islamic leadership is not authoritarian leadership. Leadership according to Islam is leadership that is based on balance, justice, and benefits for many people.

The Prophet's leadership combines science and spirituality. In addition, leadership in Islam is not only structural but functional, such as the Prophet who used the title *sahabat* for some of his followers. This must be implemented in today's life because as we know today leaders often consider their members as subordinates. When leadership is not based on *tawhid*, it will become exploitative, when it is not based on knowledge it will become dogmatic, when it is not based on peace it will become a conflict, when it is not presented for welfare it will not bring *maslahah* (Universitas Islam Indonesia 2021:1).

In this modern era, a leader who is decisive, brave enough to make decisions and dare to take risks, cares about his people and has a high intellectual intelligence is needed. The task of a leader in the modern era will certainly be more difficult. This is because people or group members can criticize freely on various social media. It is not uncommon for a lot of ridicule and scorn to be directed at leaders who are carrying out their duties. Therefore, leaders in the modern era must have a strong mentality.

In addition, a leader in the modern era should have high social sensitivity. Not only thinks within the scope of the organization but always looks out and knows the condition of

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his people out there. Being a leader in the modern era requires high enthusiasm and commitment to improving the leadership system to be better than before. This has been exemplified during the time of the Prophet Muhammad. as a da'wah manager, the Prophet was very concerned about the needs of the community, listening to wishes and complaints, and paying attention to the potential that existed in his community. The key to success is because Community Resources, Community Educator, and Community Developer are exemplary.

Leadership figures in the education sector who apply the leadership model of Rasulullah in the contemporary era such as KH Ahmad Dahlan and KH Hasyim Asy'ari. His work in the field of education has determined the direction of education in Indonesia (Khozin 2005:4). In addition, if we explore more deeply, they are very charismatic figures and are known to never give up. This was applied when fighting for Indonesia's independence (Nata 2005:25). They harmonize Islamic-based education but still by the needs and development of the times, namely with one branch of science but combining general science and religious science (*al-muhafazhah alal qadim as-Shalih wal akhdu al-Jadid al-aslah*) (Asyari 2009:45).

In the Religion and Da'wah sector, Yusuf al-Qardhawi is a modern figure who has enough knowledge to represent the views of the majority of Muslims in the world. He argues that modernization and westernization are different. According to him, Islam does not reject the modernization of science, but instead strongly supports it. This does not mean that Islam adheres to Western thought, but takes the benefits of science and technology to be used as a medium to advance Islamic civilization. This thought still exists today because Islam only utilizes the advancement of science and technology for the advancement of Islamic civilization itself (Qardhawi 1998:28).

In the state, political, and economic sectors, Recep Tayyip Erdogan is the hope for the revival of the Muslim world. He is brave, firm, simple, and religious. The Turkish president is also the most popular Muslim leader. A survey conducted by International Gallup mentioned five popular world leaders: German Chancellor Angela Merkel, French President Emmanuel Macron, Russian President Vladimir Vladimirovich Putin, US President Donald Trump, and Recep Tayyip Erdogan. He made a very favorable decision for Muslims to turn the Aya Sofya Museum into a mosque again in 2020. This was met with Western reaction and condemnation. Recep Tayyip Erdogan said the Aya Sofya decision was a matter of Turkish state sovereignty (Purwanto 2020:1).

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Recep Tayyip Erdogan has been President of Turkey since 2014. He was previously Prime Minister of Turkey from March 14, 2003, to August 28, 2014. His party is Adalet ve Kalkınma Partisi (Justice and Development Party). Then Turkey held a referendum on the presidential government in 2014. In the direct presidential election, Erdogan won 52 percent of the vote. Under Erdogan's rule, Turkey's economic growth consistently reached 6.4 percent every year. Free primary and secondary education for children aged 6-15 years. Turkey's per capita income shot up from 3,492 dollars to 10,079 dollars. Turkey is also a member of the G-20, the 20 countries with the strongest economies in the world. The Turkish military is also among the 10 strongest militaries in the world with complete military equipment. In NATO, it is the strongest military after the U.S. (Purwanto 2020:1).

### CONCLUSION

The theory of leadership is inseparable from the four functions of leadership, namely pathfinding, aligning, empowering, and modeling. The Prophet Muhammad as a leader, not only advocated doing good things, but he also applied it consistently. Until the scientist, Michael H. Hart placed the Prophet Muhammad as the most influential person in the world. The relevance of the leadership of the Prophet Muhammad as a modern leadership role model is related to how a leader overcomes the problems around him with the methods recommended by Islam, which is of value for the benefit of everyone. The leader's behavior will be a reference for those around him, therefore a leader must behave well, and have high standards of values and ethics towards other people or groups.

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