

## CALM, CLEAR, CONNECTED: THE NEW LEADERSHIP EDGE BY CAMPBELL FORSYTH

Lately, one word keeps surfacing in client conversations: maturity.

Leaders and teams frequently shared stories about how they, and others in their organisations, responded to challenges, setbacks, and difficulties. These reflections often revealed a critical question: Were their responses thoughtful and mature, or did they uncover areas for growth in emotional regulation and decision-making?

The concept of maturity in leadership goes beyond age or experience.

In leadership, one of the greatest assets isn't found in technical expertise or strategic prowess—it's relational maturity. Systems Theory teaches us that leaders who can maintain a strong sense of self by having clear leadership principles, regulating their emotions, maintaining clear boundaries, and staying connected to others without being reactive foster healthier teams and the potential for stronger organisational outcomes.

Leadership maturity means:

- Remaining calm under pressure when tensions rise and avoiding emotional contagion by leading with steadiness, even when others are stressed or reactive.
- Responding thoughtfully rather than reacting impulsively out of habit or fear.
- Staying meaningfully connected: Maintaining relationships by engaging thoughtfully and constructively, even during conflict or stress, without resorting to distancing yourself from others or over-accommodating others' needs.

When leaders focus on their own emotional growth, they create a ripple effect that inspires others to do the same. It's about leading by example.

In today's complex workplace dynamics, how might relational maturity shape the way you lead?