



4 Reasons why attaining Mastery level leader skills matter and your leadership style doesn't.

Regardless of your leadership style—whether you're the bossy type, the visionary, the servant leader, micro manager or the collaborator—you're either an effective leader or not. Recent research including meta-analysis into the impact of different leadership styles has shown that leadership style has little to no variation on the impact, engagement and outcomes in business and profit. Leaders regardless of their leadership style can simply be defined into two groups: effective or ineffective.

Those who are ineffective either don't have the skills or have not developed the capacity to use them in a manner that results in high engagement. Those that are effective have the skills and have developed the capacity to apply them at a level that has impact. It is really that simple.

Effectiveness is about your impact on others, the level of engagement and the unity within a dynamic team. Impact of what and how you do things is all that really matters because impact of your leader skills is what influences those you lead resulting in either a dynamic motivated team with positive engagement or the opposite.

The hard truth is the leader and how they lead does have a direct and powerful influence. The impact of leader's skills directly correlates to the level of profit, performance, wellbeing within a business, active engagement, growth, innovation and prosperity. How we lead, the skills we utilise directly correlates to the number of days sick leave, staff turnover, performance, mental health for both the teams and leaders.

It's a truth that many wish to avoid and place the blame solely on their staff not wanting to embrace the reality that our own actions have a profound and direct correlation to the motivation and engagement of staff. Using the research of John Hattie from his seminal meta-analysis on what actions result in engagement he shows that if leaders use skills such as effective feedback, provide clarity of role and organise effective teams they can increase a sense of belonging (0.4 variation) which indicates staff will engage. However, when staff do not feel they belong and do not hold a sense of belonging (-0.27 variation) they will definitively not engage. This is but one proven example played out across workplaces, clubs, NFP and families across the world. How we lead directly influence the engagement of others. We can argue about who has active responsibility, but no one can doubt in the workplace context it is the leader who hold final accountability for their actions.

Leader influence is extended not only through their actions but the organisational design they develop and work within. The leader skills and organisational design directly influences if the leader and team achieves their purpose and feels they are free to thrive if the organisation receives a competitive advantage from the leaders' skills or are at a disadvantage.

But wait there is even more, and this is the really important bit. How skilled a leader is at applying the skills will influence not only the level of positive impact on the team but also on themselves and the business. Attaining mastery level leader skill is like unlocking a treasure chest of benefits. You'll find yourself better equipped to manage the mental and emotional load that often comes with leadership, making more confident decisions, and keeping your team engaged. Plus, you'll have the freedom to tackle complex challenges with ease.

Many leaders crave more freedom to do what they love professionally or more time away but feel trapped at work. This is because the time it takes to lead their teams, the emotional and cognitive (thinking) load takes up so much time they are trapped. When leaders attain mastery level of effective leader skills the time, emotional and cognitive load it takes to achieve high impact, high engagement is reduced providing them the outcomes they require and the freedom they crave. The freedom then provides not only a competitive advantage over competitors due to active team engagement, but the leaders have more time to work on their business or take jobs and bill at a premium rate or even a holiday while the organisation thrives. This is what a true competitive advantage is... the ability to achieve more with less effort.

Leaders who reach mastery are able to think at a deeper level. The ideas, knowledge they hold are much richer and expansive allowing them to perceive and attain deeper understandings faster, evaluate with more accuracy and response in manners that improves outcomes for all and delivers collective purpose.

Mastery of leader skills:

Mastery-level leadership is like being a skilled painter, expertly blending different colours to create a masterpiece.

Mastery skills level is the point where you can consistently achieve planned outcomes in your expert area across multiple different contexts swiftly while maintaining surplus cognitive and emotional load and regulation.

This is achieved through the refined implementation of your extended abstract body of conceptual knowledge, refined level of consistent implementation, self-confident belief and emotional regulation and intelligence.

Mastery has multiple attributed but can be summarised by expert knowledge, refined consistent implementation and positive self-belief that delivers continual planned outcome in a timely manner. It's not just knowing the skills; it's about knowing how to use them in various situations, whether it's inspiring your team, handling tricky problems, or achieving your goals. This mastery is the key to becoming an exceptional leader.

Handling the Mental and Emotional Load:

Mastery-level leader skills helps you juggle the many demands of effective leading without getting overwhelmed. It's about only having to apply small amount of cognitive and emotional capacity, feeling confident to address complex issues so that your surplus capacity to deal with unplanned or super complex issues effectively. This way, you save your energy for high-level thinking and creative solutions and are able to maintain calm confidence when others are not.

Making Smart Decisions:

Mastery-level leaders are known for making sound decisions, fast, no matter how complicated the situation. They have the ability to assess complex multi-faceted situations, apply critical and creative thinking, consider their team's needs (cognitive and emotional), and make choices confidently that are consistently successful. And this skill isn't tied to a specific leadership style; it's a hallmark of a true leader.

Keeping the Team Engaged:

One of the perks of mastery-level leaders' skills is the ability to create a strong sense of belonging within your team which translates to high engagement and active participation with minimal active leader intervention. When your team feels like they belong, they stay engaged and motivated, resulting in higher productivity, performance, profit and innovation.

Freedom to Thrive:

The best part of mastering leader skills is the freedom it brings. This newfound freedom isn't just about work; it's about having the flexibility to enjoy your personal life or focus on what truly matters to you. Whether you want to

work less and savour life's moments or invest more time in your passions, mastery-level leaders embrace this newfound freedom.

In today's business world, leadership isn't about sticking to one style: it's about mastering the art of applying your leader skills effectively. This mastery enables you to excel by expertly blending various abilities to achieve unparalleled results. It's the key to unlocking freedom, maintaining team engagement, and gaining that competitive edge leaders and team's desire. In the ever-evolving business landscape, mastering the application of leadership skills isn't just an option; it's your strategic ticket to long-lasting success.

Leadership style don't matter what you do and the impact they have on others is what matters. The level of skill you have as a leader also matters. Those who attain mastery will achieve their outcomes and have freedom to thrive. Those who don't reach mastery may still attain the impact, but the cost will remain high.

Cognito specialise in the teaching, organisational design and coaching of leaders, teams and organisations to mastery level. If you want to explore more about unlocking the true impact of mastery level leaders' skills connect with us.

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