CONCEPTUALIZATION AND ITS ROLE IN MANAGEMENT

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Being an institution manager means that there are various complex and critical problems which may arise without prior notice. If not stress, surely, a bunch of overtime work will be the only way to find out, fix loopholes, and solve that problem and this may require a certain set of skills to be able to plan efficiently, strategize logically, and troubleshoot effectively so that bigger issues could be avoided. These are called conceptual skills.

According to definition by Indeed, conceptual skills are abilities allowing individuals to better understand scenarios and develop creative solutions. Such a set of skills include communicating, abstracting, and breaking down projects. It has become a necessity among administrative officers and managers of educational institutions considering the problems which may persist frequently eventually requiring no temporary solution. It starts with tracking down the roots of the issue being addressed, suggesting outlines and plans, and proposing the most possible solutions. Such skills provide managers with different options and approaches in a complicated workspace.

Gitman, et al. (2018) suggested that the role of conceptual skills include enabling the whole view of an organization and understanding interdependency inside it. Also, it was emphasized that through these skills, organization relations with its external environment are being assessed. If an individual is the top of the pyramid team, he or she is in-charge of all the responsibilities which may include communicating the project or problem which are required to be done, distributing the works, and starting the
collaboration internally and externally where alternative courses of action will also be given the chance to be discussed.

Considering how essential conceptual skill is, a manager may utilize various methods to develop such (Gassdoor, 2020). Among the few of the most important notes to take is to develop good communication amongst the members of the organization, evenly and perfectly disseminating information and distributing the workloads; abstract thinking is also one and this helps the individual to formulate more probable solutions and ways to address the key issues; lastly, simplifying the project and creating a basic yet effective approach to solve and complete such will ease up the work not just for the manager but for the other branches as well.

Due to many challenges in the workplace, a manager must be flexible enough to address and solve the issues to various departments as soon as they arise. Utilizing some skills which are needed in contemporary leadership and management will not just make the work easier but will also add up to the credibility of a leader. Conceptual skills are among the basic necessities in forming an organized and well-functioning organization. It must start from the manager down to its branches and its members.
References:

