

Conceptual skills essay



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Conceptual skills are something that are not taught, but require a good deal of judgment and experience to grasp. Similarly, they require patience and confidence to execute.

Modern managers need to understand the internal and external environment in which they operate and take on weaknesses, opportunities and threats with calculated risk taking and confidence. It is important that managers are able to see a single problem made up of several interconnected problems, so as to identify that area which contributes the highest to the overall pain in the organizations work procedures. This breakdown of a single issue in bits and pieces gives the manager more insight into a particular area and allows him to make decisions based on his close observation. Such decisions might be related to day to day problems or could tackle more tactical and strategic problems like preparation, functioning appraisal, removing bottlenecks, and resource identification and allocation. The need to understand the external environment is again stressed. The environment in which the entity operates is always changing and is highly dynamic.

Firms which fail to keep up with the level of change in the industry fail in the longer run. Therefore, managers should be able to identify these winds of change, analyze them as to the degree of impact that they may have on his firm and take pre-emptive action to accustom his firm to these changes. Previously, managers were more focused on the internal workings of the organization. This limited external view precluded the development of many firms. Many of them even failed and had to shut down.

However, with this two pronged approach, it is possible for firm's to evade disaster. It is possible that these skills might not be used in isolation but as a collective tool for problem resolution. So, for example, recruiting an employee requires technical skill to understand the competency of the applicant, interpersonal skills to assess the character and professionalism of the applicant, and conceptual skills to consider at a very wider level whether the applicant would easily integrate into the organizations culture. Thus, it is essential that managers have a good mix of these skills to solve and comprehend any problems that may arise and effectively contribute to the organizations development.