**Nurturing the 12 Qualities
of a Servant Leader**

Conceptualization

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What is conceptualization?

➢ The ability to grasp concepts and formulate theory

➢ The ability to think and speak/write in abstract terms

➢ The ability to see the big picture

➢ The process of seeing patterns in, or derive themes/principles from isolated cases i.e. put pieces together to form a picture

➢ The ability to see future possibilities and develop visions for a desired future: dream great dreams

➢ Conceptualization is about conscious rationalities (Vs unconscious – intuition)

Why is the quality of conceptualizing important to leaders?

➤ to analyse the data and sort them out so as to define the problem

➤ to consider possible solutions/options and make choices

➤ to visualize the future developments for the institution

➤ to listen to others' views and see their relevance or irrelevance to the problem or solution

➤ Conceptualizing Vs operating: to think beyond day-to-day realities and see into the future

➤ Conceptualization for the board of trustees/directors and operational orientation for staffs, the best CEO sees and achieves a balance of the two

➤ Most organizations have very few conceptualizers in their leadership teams and those which have a good supply and make good of it would grow to be exceptional

How to develop conceptualizing skills?

➢ Requires discipline and practice

➢ Understand your thinking style first: an abstract or concrete thinker?

➢ Try to see things from multiple perspectives

➢ Read more news of different sorts, commentaries, critiques, editorials, etc. to develop perspective

➢ Read books on philosophy, leadership and management, and educational developments

➢ Increase your awareness, foster your skill to predict outcomes

➢ Fantasy about future possibilities and try to put them into words – visioning skills

➢ Share thoughts with colleagues and listen attentively to them

➢ Spot those who can conceptualize better on your team and let them supplement your inadequacy if you are more of an operator