

# Conceptual thinking

## Definition

Thinks systemically, understanding complex scenarios and how organizational relationships interrelate and influence one another within the whole.

Focuses on the big picture and thinks at an abstract level, easily applying their insights to the situation.

Considers new ideas with a focus on innovation and improvement, connecting different concepts and contrasting ideas to provide creative solutions.

#NewIdeas #Solutions #SystemThinking

## Mindset

| WE NEED LESS OF THIS   | WE NEED MORE OF THIS   |
|--|--|
| “I only analyze business issues based on the here and now and only focus on how it effects my area of the business.” | “When analyzing business issues, I ensure we understand the external/ internal influences so that we have wider business context.”                           |
| “Taking on new ideas stops us from resolving challenges and slows us down, it doesn’t improve the business.”         | “I understand the big picture and use innovative suggestions to improve each business scenario and resolve core challenges.”                                 |
| “It is not important for me to understand the impact to different areas of the business.”                            | Approaches complex scenarios, creating a holistic assessment by capturing multiple concepts, ideas and the impact it has on different areas of the business. |

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## Behavior anchors

### 1. Emerging

- Understands how the different parts of the organization interrelate with one another within the whole.
- Notices patterns, similarities, differences and business issues within the context of the bigger picture.
- Collects the relevant data and information and applies their insights to different business situations.
- Connects different concepts and shares potential ideas with a focus on improvement and solution creation.

### 2. Evolving

- Has a good knowledge and understanding of the business and wider organization's interdependencies.
- Applies past knowledge and experience of similarities, differences, gaps, and trends to analyse new situations.
- Consults with a variety of sources independently, clearly articulates the core of a problem and expresses the pros and cons of potential solutions.
- Engages on improving business scenarios by contributing with new ideas and potential options or alternatives.

### 3. Influencing

- Thinks systemically, understanding different scenarios and how organizational relationships interrelate/influence one another within the whole.
- Actively explores complex situations, capturing and analysing the multiple impacts from different areas and creating an holistic assessment.
- Considers hypothetical situations in creative problem solving; focuses on improving business scenarios with innovative suggestions that resolve core challenges.
- Invites and involves others to explore new ideas with the focus on providing sustainable solutions that resolve core challenges.

### 4. Transforming

- Thinks systemically, understanding highly complex scenarios and how organizational relationships interrelate/influence one another within the whole.
- Embraces the interdependencies of different projects, initiatives and/or programs and fosters their integration across the wider organization, while making it understandable to others.
- Continuously seeks out new ideas with a focus on innovation and improvement and connecting different concepts and contrasting ideas to improve business scenarios and resolve core challenges.
- Is recognized as an ambidextrous thought leader who is able to simultaneously optimize the existing business model and search for innovative business models.



INSPIRE THE FUTURE

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## How it helps



### Me

By considering the business issues, in context of the bigger picture and understanding external/internal influences, I can align better to any situation.



### My Team

Bringing the bigger picture to my team helps them understand how the work they do impacts the wider organization.



### Konica Minolta

By looking at the organization from a holistic view and connecting different concepts and ideas, I can provide creative solutions helping the whole organization moving forward.