

DEVELOPMENT OF CONCEPTUAL COMPETENCIES OF SRI LANKAN MANAGERS FOR STRATEGIC DECISION MAKING

Ajantha S Dharmasiri

ABSTRACT

The emphasis given to conceptual competency development of senior managers in the Sri Lankan private sector was the focus of this research study. Four hypotheses were developed, and the research carried out on a sample of 40 senior managers from private firms with strategic orientation. The first hypothesis was that "the level of conceptual competency development positively influences the intensity of strategic decision-making". The second was that: "higher the focus on mind power techniques, higher would be the level of conceptual competency development". The third hypothesis was that: "higher the focus on creativity techniques, higher would be the level of conceptual competency development". The final hypothesis was that: "higher the focus on synergistic techniques, higher would be the level of conceptual competency development". The tests resulted in the non-rejection of all four hypotheses. The presence of learning organizations moderating the causal relationship between the conceptual competency development and strategic decision-making was also empirically verified. Impediments to the conceptual competency development were also identified in this study.

Key words: *Conceptual competencies, Mind power, Creativity, Synergy, Learning organisation.*