Sustainable Human Resource Development in logistics services for ASEAN Member States

Bangkok 25 June 2014 Rev 1.0

Logistics Planning & Analysis
Chapter 8
Talent Management in Logistics

Objectives

- Understand the importance of human resource in logistics planning.
- Examine management styles using Blake & Mouton managerial grid and how each style is used in certain circumstance.
- Understand the learning process and why barriers to change exist.
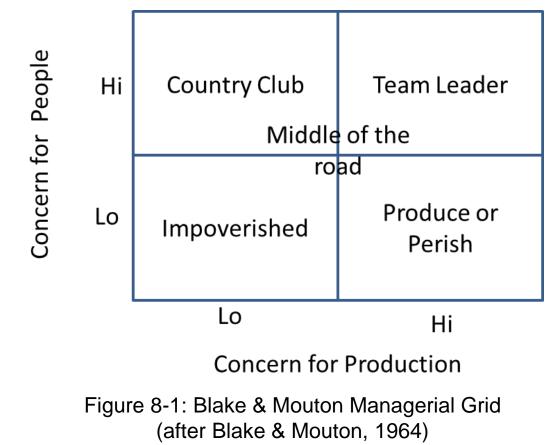- Understand HR policies in logistics planning.

Introduction

- It is people who create value and people who compete, not companies.
- In logistics planning, talent remains a very important resource to oil the logistics flow.
- How effective managers make use of their human talent is a major concern.

Management Style

Figure 8-1: Blake & Mouton Managerial Grid
(after Blake & Mouton, 1964)

Learning & Change

- The importance of learning should be highly valued.
- Changes such as greater customer awareness, shorter PLC and new emerging technologies to stay ahead.
- Learning is picking up a new skill or new knowledge.
- All of us repeat things that worked in the past, even when they do not apply to the now.
- Repeating is not always a bad strategy, but when there is a significant difference, the old approach holds you back.

Staff Recruitment, Selection, Training & Development

- Logistics planning is a complex process and staff needs to be trained to be able to plan and manage the logistic activities.
    - Staff Recruitment & Staffing
    - Developing Knowledge & Skills
    - Continuous Development
    - Staff Retention
    - Staff Deployment
    - Staff Termination

Conclusion

- Logistics planning like all management functions require knowledgeable and skilled people.
- For too long HR function is considered a supporting activity.
- Organizations are run by people.
- Recruiting the best people is mandatory to ensure that the organization is running effectively and efficiently.