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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.