

2 – DAY

SUN TZU ART OF WAR FOR RETAINING TALENTS & PEOPLE MANAGEMENT

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INTRODUCTION

“Know the enemy and know yourself; your victory will never be endangered. Know the ground, know the weather; your victory will then be total.”

What does Sun Tzu and ‘The Art of War’ have in common with today’s retaining talents and people management process? Could you gain insights from one of the most well-known strategists from ancient times? Sun Tzu Art of War was developed during the period of Warring States in China (476-221BC), The ‘Art of War’ is the pre-eminent instruction on competitive strategy that is still taught around the world in both Military Academies and Business Schools. ‘The Art of War’ is based on the Taoist philosophy of ‘objectivity’, where strategy is used to outsmart competitors by being better and faster at tactics.

The key to implementing it lies in understanding how your company can adapt to the environment it operates in, the market it operates in, as well as the relationship between you, your employees and your competitor’s who pinch your talents. By the end of this course, you will understand the core individual values of strategy and tactics and how to apply them in winning principles that can be incorporated into retaining your talents and managing them.

METHODOLOGY

- Stimulating Lecture
- Analytical Learning through Case Study & Exercises
- Group discussions
- Reflection on current problems
- Role Plays
- Videos

COURSE OBJECTIVES

By the end of this course, you will be able to:

- Have a practical understanding of the 13 principles of the ‘The Art of War’.
- Relate the 13 principles of the ‘The Art of War’ to retaining talents.
- Understand the core problems and obstacles faced by the organisation in retaining talents.
- Improve people management skills

WHO SHOULD ATTEND?

- Human Resource Personnel
- Head of Departments
- Executives
- Managers

and anyone who is interested to learn how to retain your talents and managing them

PROGRAM OUTLINES

MODULE 1: SUN TZU'S THE ART OF WAR

- Introduction
 - Importance of positioning in strategy
 - Quick and appropriate responses to changing conditions
 - Planning
- [Activity 1: Discussion]

MODULE 2: THE WAR FOR TALENT

- War for talent
 - Competitive landscape for recruiting and retaining
 - Importance of talent to the success of organisations
 - Demographic shifts
 - Knowledge worker – key competitive resource
 - Impact of economic downturns
 - Talent poaching
- [Activity 2: Current obstacles at organisations]

MODULE 3: LAYING PLANS/ THE CALCULATIONS

- Moral Law
 - Heaven
 - Earth
 - Leadership
 - Management
- [Activity 3: Video & Discussion]

MODULE 4: WAGING WAR / THE CHALLENGE

- Durability
 - Over Committing
 - Incentivize
 - Assimilation
 - Focus
- [Activity 4: Role-Play].

MODULE 5: ATTACH BY STRATAGEM/ THE PLAN OF ATTACK

- Timing
 - Adaptability
 - Unity
 - Preparation
 - Autonomy
- [Activity 5: Short Case study & discussion]

MODULE 6: TACTICAL DISPOSITIONS/ POSITIONING

- Planning
 - Perfection
 - Preparation
 - Leadership
 - Resourceful
- [Activity 6: Discussion]

MODULE 7: ENERGY/ DIRECTING

- Communication
 - Flexibility
 - Decisiveness
 - Training
 - Teamwork
- [Activity 7: Video & discussion]

MODULE 8: WEAK POINTS & STRONG/ ILLUSION AND REALITY

- Aggressiveness
 - Balance
 - Evaluation
 - Adaptability
 - Opportunistic
- [Activity 8: Analysing current practices at workplace]

MODULE 9: MANEUVERING / ENGAGING THE FORCE

- Organisation
 - Resources
 - Alliances
 - Wisdom
 - Nimbleness
 - Observation
 - Timing
- [Activity 9: Group Work]

MODULE 10: VARIATION IN TACTICS/ THE NINE VARIATIONS

- Research
 - Planning
 - Calculating
 - Strategic
 - Self-aware
- [Activity 10: Role-Play]

PROGRAM OUTLINES

MODULE 11: THE ARMY ON THE MARCH/ MOVING THE FORCE

- Positioning
 - Motivation
 - Ignorance
 - Arrogance
 - Discipline
 - Leadership
- [Activity 11: Discussion]

MODULE 12: TERRAIN / SITUATIONAL POSITIONING

- Accessible
 - Entangling
 - Temporarily
 - Narrow passes
 - Precipitous heights
 - Great distance from the enemy
- [Activity 12: Video & discussion]

MODULE 13: THE FIVE SITUATIONS

- Speed
- Preparation
- Positioning
- Innovation
- Influence

MODULE 14: THE ATTACK BY FIRE/ FIERY ATTACK

- Talent
 - Resources
 - Supply Chain
 - Tools
 - Maximise
- [Activity 14: Analysing current practices at workplace]

MODULE 15: THE USE OF SPIES/ THE USE OF INTELLIGENCE

- Local spies
 - Inward spies
 - Converted spies
 - Doomed spies
 - Surviving spies
- [Activity 15: Discussion]

MODULE 16: PULLING IT TOGETHER

- Action
 - Positioning
 - Knowing
 - Vision
- [Activity 16: Wrap Up]