

## **Management Competency in Logistical Function: The Skills That Will Master a Logistical Manager**

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**Abstract :** Competence approach is considered, since the early 80's as one of the major development of HR policies. Many approaches to manage the professional skills were declined. Some processes are mature whereas the others have been abandoned. Competence can be defined as the set of knowledge (theoretical and practical), know-how (experience) and life skills (personality traits) mobilized by a person in the company. The skills must master a logistics manager are divided into two main categories: depending on whether technical skills, or managerial skills and human. The firsts are broken down into skills on logistical techniques and on general skills in business, seconds in social skills (self with others) and personal (with oneself). Logisticians are faced with new challenges and new constraints that are revolutionizing the way to treat the physical movement of goods and operations related to information flows that trigger, they control and guide the physical movements of these major changes, we can mention the development of information technology and communication, the emergence of strong environmental and security constraints. These changes have important effects on the skills needs of the members of the logistical function and sensitive development for training requested by logistical managers to perform better in their job changes. In this article, we will address two main points, first, a brief overview of the management skills and secondly answer the question asked in the title of the article to know what are the skills that will master a logistical manager.

**Keywords :** skills, competence, management, logistical function

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