



# Tactical and Strategical adaption Summary

## Adaptative Management Crash Course



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## Summary

### Tactical and Strategical adaption: definition, steps, types and characteristics

The terms "tactical" and "strategy" are part of military terminology, but are currently widely used in the professional environment. In this unit you will find out how you can use strategy and tactics to develop your business strategy.

Chess grandmasters do not rush into the game blindly by moving pieces at random but rather make well thought out and precise moves in order to gain an advantage over their opponent. Chess players use different tactics and strategies to achieve their ultimate goal: capturing the opponent's king. Just like in chess, you can use strategy and tactics to develop and implement your business strategy. It is crucial to understand how you can implement these techniques to plan and achieve your strategic goals.

3

#### What is the difference between tactics and strategy?

The terms "tactics" and "strategy" are part of military terminology, taken from Sun Tzu's book The Art of War. Since then, they have been incorporated into different situations beyond the military sphere, such as business strategy.

#### Strategy definition

A strategy is an action plan to be implemented in the future to achieve a final goal. Strategies allow you to define long-term goals and how you will work to achieve them.

#### Tactic definition

While strategy is the action plan that will guide you toward the end goal, tactics are the individual steps and actions you will take to get there. In the business world, these are the specific actions that teams take to implement the initiatives outlined in the strategy.

### Better being tactical or strategical when adapting to changes?

- The question should not be whether to apply strategy or tactics to confront disruptive situations and adapt to them, but rather how to use strategy and tactics together. Think of these two concepts as two sides of the same coin. Both are necessary to achieve the objectives.
- If you try to adapt to changes by implementing only one strategy, you will probably not achieve it, since tactics are the concrete actions you take to achieve specific objectives. When a team works solely on strategy, all it will do is plan for the achievement of objectives instead of doing the work necessary to achieve them.
- On the other hand, you can't adapt to changes by just implementing tactics either, as without a defined strategy, they quickly become messy work. In this case, arbitrary actions are performed without an established strategic objective. In the short term, this can seem like a drudgery for team members. In the long run, it can lead to frustration, burnout, and job dissatisfaction.

If we go back to the chess example, the strategy of the game consists of placing the pieces in a specific arrangement in order to advance towards a target position. Tactics are the moves you make to place said pieces in that position.

# FENIX

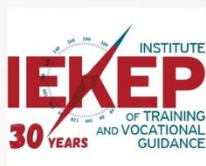
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