



## Draw Your Matrix



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# Introduction

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This document is a simple framework for getting you to draw and reflect on how you see your matrix organisation.

You can use this for individual reflection or share your results in a discussion with your colleagues.



# The Tool

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**Draw a picture that represents your organisation's matrix as you see it and feel about it.**

The purpose of drawing an image is to engage both the logical and creative parts of your brain and bring different perspectives to bear.

Don't worry about the quality of the drawing, focus on the quality of your ideas. Use images only, no words or labels.

## Here are some questions to aid reflection

- > How would you describe this image?
- > Why did you draw it this way?
- > Is what you have drawn about the structure of the organisation or the way people work?
- > What is it like and how does it feel to work in this structure?

If you are sharing this with a colleague it is sometimes useful to share your initial images, discuss them and then try and collaboratively create a common image.

## Answer the question – our matrix is...



## The Tool *continued*

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Draw your matrix as you see it



## Conclusion

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- > Strictly speaking a matrix organisation structure is where people have more than one reporting line – whether dotted or solid. However people are increasingly using the word 'matrix' to describe complex, cross-functional, horizontal working across an organization even in the absence of a formal matrix structure.
- > Many people find it initially confusing, complex and often messy, however, it is the structure of choice for nearly all of the world's leading multinationals.
- > Not everybody works within the matrix, senior leaders and local operational people are often not affected.
- > Your matrix will probably have multiple dimensions – functions, geography, business line or other sources of influence.
- > It's hard to define the shape of the matrix exactly as work increasingly cuts across the traditional silos of function and geography
- > The 'Matrix' is simply the name we give to the complex, fluid, structures in which we work – they are always in a state of flux. There are other names such as the Networked Organization.
- > It is what it is – we need to learn to live with it.
- > Other modules in this series will go into more detail on why organisations choose to work this way and the impact on the way people work.