



Training for people leading, managing or working in a Matrix - Face-to-Face, Web Seminar or Online

Target audiences



Course variants can be targeted either at senior leaders, matrix managers, or at all people working in a matrix and/or multiple team environment.

Matrix management is strictly speaking where people have more than one reporting line which adds significant complexity to people management with multiple bosses, competing goals and accountability without control.

The term “matrix working” is also used to describe people who work on teams that cut across functions, geography or business unit “silos” and people working regularly on multiple teams.

Learning objectives



Leadership and management programs - To give senior leaders or middle managers a clear understanding of what is different about leading and managing in a matrix and equip them with a practical toolkit to effectively manage these teams on a day to day basis.

Matrix working programs - To give individuals working in matrix teams and organizations a clear understanding of how they can clarify goals and collaborate with others more effectively in a matrix environment



Program summary



- Exploration of the typical pitfalls in leading, managing or working in a matrix – and practical ways to deal with them.
- Introduction of the **5C's**, providing practical tips and tools in 5 key areas:
 - Understanding **Context** – why we have a matrix and how to manage the change journey
 - Creating **Clarity** – creating clarity, aligning with others and dealing with ambiguity, trade-offs, dilemmas and conflict
 - Streamlining **Cooperation** – simpler ways of working, fewer, better meetings and faster decision making in the matrix
 - Balancing trust and **Control** - building trust, confidence, empowerment and the right level of support and control when working in the matrix
 - Building **Community** and managing multiple bosses and divided loyalties, building and using your network to get things done.

Key outcomes



Typical outcomes for participants in these programs include

- Increased confidence and understanding of why we use a matrix and what is different about leading or working in the matrix
- Improved goal and role clarity and alignment and ability to cope with ambiguity and accountability
- Adoption of simpler ways of working leading to significant time and cost savings and fewer, more engaging meetings, webinars and calls
- Faster decision making and delivery of activities
- Enhanced ability to network and influence without authority
- Higher levels of empowerment and trust

Participants typically achieve payback when they improve goal clarity, cancel a one hour meeting, or speed up an important activity or decision by one day in the whole of the rest of their careers



Fully tailored or ready to run bite sized modules

We can design a program that is fully tailored to your needs and organization.

We have also packaged some of our most popular training modules into ready to run 90-minute bite sized programs that can be run face-to-face, by live web seminar, online learning or combined in a blended program..

The eight modules in the matrix learning path below are likely to be the most relevant to you but you may also need some of the elements from the other learning paths too, for example if you also work virtually or in multiple teams.

You can choose just the modules that are relevant to you and your organization right now, or we can put these and other modules together into longer bespoke face to face, virtual or blended programs.

Agile / digital learning path

Tech accelerator	Fail faster	Autonomous teams
Activate your network	Shared leadership	Multiple teams

Matrix learning path

Welcome to the matrix	Embracing ambiguity	Managing multiple bosses	Influence without authority
Accountability without control	Streamline collaboration	Fewer, better meetings	Meaningful meetings

Remote and virtual learning path

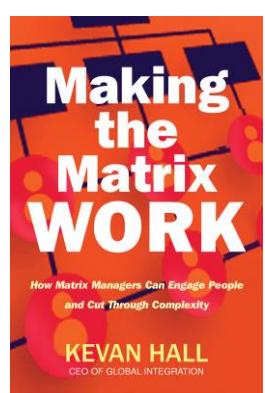
Virtual essentials	Building trust	Communication heartbeat	Engaging virtual meetings	Staying visible	Continuous empowerment	Introduction to Global Leadership	Working across cultures
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From the authors of the leading guide to matrix working “*Making the Matrix Work*” by Kevan Hall.

See more about our ideas in our free webinars and white papers at

www.global-integration.com





Format & duration



Face-to-face or a series of web seminars, blended sessions or online tools

Modular content

All of these program components are available either as face-to-face programs, live web seminars or as online learning.

Blended programs may incorporate any, or all 3 of these delivery modes.

Delivery method



During the workshops or web seminars, participants will experience an interactive mixture of inputs, exercises and discussions, leaving the program with clear next steps on their learning goals and a practical toolkit for managing or working with their matrix teams back in the workplace.

Our online learning is based on bite sized video and other practical tools, it is social (allowing comments and peer to peer learning) and enables access from mobile devices.

Your program partner



Global Integration – authors of ‘*Making the Matrix Work - how matrix managers cut through complexity and engage people*’, ‘*Speed Lead – faster, simpler ways to manage people, projects and teams in complex companies*’ and ‘*Kill Bad meetings – cut 50% of your meetings to improve collaboration and accelerate decisions*’.

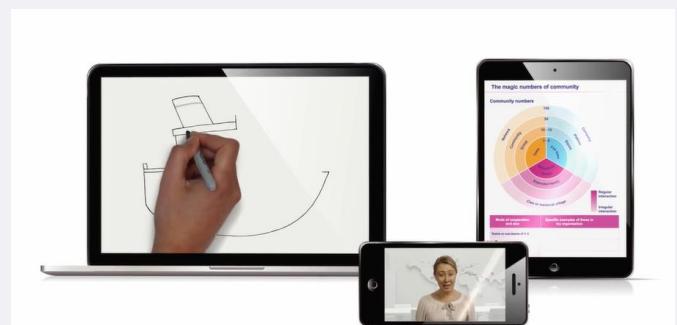
We have trained over 150,000 people over the last 25 years from over 400 of the world’s leading organizations in virtual teams, matrix management and agile & digital leadership.

See more information at <http://www.global-integration.com/matrix-management-training>

Your customer success contact for this program is

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Face to face, webinar, blended or online