

# Matrix Management with Purpose™

## Overview

In this workshop, each participant will use an actual business scenario that needs a plan of action to effectively manage his or her own matrixed organization or for one in which they are involved. A series of individual and small group action-learning activities is used to help the participant become proficient in the 4 steps of analyzing, planning, applying and measuring the success of the matrixed organization. Proven tools and approaches are provided and practiced for managing multiple levels of global stakeholders and alignment with peer organizations. Open lines of communication are created using effective listening techniques, clearly defining stakeholder roles and responsibilities and understanding sources of decision-making power. Identifying organizational limitations and importance of interconnectivity is established. At the close of the workshop the participant will leave with a 100% completed plan that can be used in workplace to achieve defined objectives to meet measurable business results.

## Learning Objectives

Upon the successful completion of the course the student will:

- Align vision to matrixed organizational objectives and goals
- Create a positive environment for success
- Understand sources of decision-making power
- Cultivate a strong network with stakeholders
- Align organizations and goals
- Manage and negotiate conflicting priorities
- Recognize organizational limitations and interconnectivity
- Create a feedback system ensure action taken is delivering the needed results
- Develop a plan for action

## Course Topics

Key topics covered within the course include:

- Cost of Ineffective Matrix Management
- Organizational Alignment
- Complimentary and Conflicting Charters
- Prioritization of Cross-Functional Goals and Objectives
- Urgency and Importance Matrices
- Stakeholder Identification and Involvement
- Decision-Making Methods
- Communication Plan Execution
- Gaining Buy-In and Engaging Stakeholders
- Defining Success Criteria
- Creating a Feedback and Measurement System