



Excellence in Organizational Dynamics

Optimizing Performance thru Matrix Teams and Cross-Functional Management

► Upcoming Sessions

25 Nov-06 Dec 2024	Dubai - UAE	\$11,900
30 Jun-11 Jul 2025	London - UK	\$11,900
24 Nov-05 Dec 2025	Dubai - UAE	\$11,900

► Training Details

The Structure

This comprehensive Anderson training course consists of two modules which can be booked as a 10 Day Training event, or as individual, 5 Day training courses.

Module 1 - [Managing a Matrix Team](#)

Module 2 - [Cross-Functional Management: Principles, Processes and Success](#)

► Training Details

Module One: Managing a Matrix Team

Day One: Getting a Grasp on Matrix Teams

- ▶ Introduction: What is Matrix management?
- ▶ The 5W1H (What, Who, When, Where, Why & How) of matrix-managed teams
- ▶ The dimensions of matrix team working: Functional, Cross-functional, Global, Extended
- ▶ The implications of teams having two 'Chains of Command'
- ▶ The advantages and challenges of matrix teams
- ▶ The outputs of matrix management: Leadership and Management perspectives

Day Two: Leader's Roles in Matrix Teams

- ▶ Matrix vs Traditional teams: Differences in leadership, decision making and collaboration
- ▶ Expectations on the matrix team leaders
- ▶ Becoming accountable to the needs of the team
- ▶ How to maintain focus and demonstrate concern
- ▶ Appropriate level of involvement and control
- ▶ Providing direction working inside the group vs positional authority
- ▶ Cross-functional accountability for matrix team leaders

Day Three: Key Behaviours and Skills Required

- ▶ The skills, qualities and attributes needed in matrix management
- ▶ Understanding impacts of leaders' style and influence on the team
- ▶ Communicating and controlling at appropriate levels for matrix team leaders
- ▶ Developing a passion to release potentials in team members
- ▶ Delivering performance effectively in a complex environment
- ▶ Managing Projects: Lifecycle, tools, triple constraints and critical success factors

Day Four: Establishing a Matrix-based Team - Tools and Techniques

- ▶ The makeup of high performing matrix teams
- ▶ Group process facilitation - enabling the team to achieve
- ▶ Team problem solving - encouraging collaboration and collective management control
- ▶ Team decision making - empowering the team to reach their own decisions based on team's charter
- ▶ Team communication - representing the voice of the team within the wider organization
- ▶ Increasing engagement and staying connected

Day Five: Advanced Matrix Leadership Requirements

- ▶ International considerations such as cultural drivers, language and time differences
- ▶ Developing mutual understanding and cultural sensitivity
- ▶ Improving communication: When and How
- ▶ Tools and techniques for influencing and virtual communication
- ▶ Preventing and managing conflict
- ▶ Application Planning - Developing a practical application plan focused on your own specific matrix team

Module Two: Cross-Functional Management

Day Six: Cross-Functional Management

- ▶ Why Cross-functional Management?
- ▶ What Is Cross-functional Management?
- ▶ Two Components of a Policy
- ▶ Two Interwoven Goal Categories
- ▶ Cross-functional Superordinate Goals
- ▶ Strategic Cross-Functional Management

Day Seven: The Cross-Functional Manager's Profile

- ▶ Essential people skills for effective Cross-Functional Management Principles
- ▶ Intrapersonal and interpersonal skills for the Cross-Functional Manager
- ▶ Personality profiling
- ▶ Your preferred behavioural style
- ▶ Explore your behavioural tendencies
- ▶ Understanding the model for Cross-Functional Management Success

Day Eight: Cross-Functional Management through Developing Relationships with Others

- ▶ Understanding the personality profiles and developing relationship with cross functions
- ▶ The introverted neutral and analytical perfectionist
- ▶ The extraverted relational & decisive exhorter
- ▶ People-oriented helper
- ▶ Task-oriented implementer
- ▶ Optimizing the Cross-Functional Manager's natural strengths

Day Nine: Effective Teamwork

- ▶ Defining Teams
- ▶ Establishing Team Norms
- ▶ Working as a Team
- ▶ Your Team Player Type
- ▶ Building Team Trust
- ▶ The Stages of Team Development

Day Ten: Action Plans for Effective Cross-Functional

Management

- ▶ Implementing Cross-Functional Team Guidelines
- ▶ Task-Oriented Tools and Group Process Techniques
- ▶ Dynamics of Cross-Functional Teams
- ▶ Individual and Organizational Implications
- ▶ Evaluating Team Performance
- ▶ Why Cross-Functional Teams May Fail
- ▶ Your Personal Action Plan

▶ The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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