**5 Days**

# Managing a Matrix Team

## Combining Expertise for Optimal Solutions

## ▶ Upcoming Sessions

| 16-20 Sep 2024 | Online | $3,950 |
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## ▶ Training Details

### Online Training Course Overview

Matrix management is ideal in organizations for sharing employees and resources across functions. It offers access to specialized knowledge on a temporary basis while being more cost-effective than relying on dedicated teams. In a Matrix structure, an individual has a primary report-to boss while also working for one or more managers, typically on projects. This gives the team the ability to draw upon diverse skill sets from multiple disciplines, strengthening the project team. This practice-laden online training course enables delegates to master the essential concepts of Matrix Management and how organizations can effectively deal with complex issues like problems, role ambiguity and conflicts. It provides trainees with the opportunity to experience different methods, tools and techniques which will enable leaders to improve performance, achieve desired results and approach the role with confidence.

### Online Training Course Objectives

**By attending this Anderson online training course, delegates will be able to master the methods, tools and techniques of Matrix management to capitalize on the advantages of flexibility, greater security and control of the project, plus opportunities for their own development. More specifically, they should be able to:**

- Differentiate approaches and roles between a traditional manager and a matrix manager
- Apply a variety of practical methods and specific tools and techniques to lead a matrix-based team effectively
- Set up project teams on a temporary and finite basis for the fulfilment of customers' needs
- Bring specialists together in a new environment to enhance the dynamic and innovative view of problems in a different way
- Motivate diverse and complex teams to solve conflicts themselves without relying on sources outside the matrix

### Designed For

**This Anderson online training course is suitable for a wide range of professionals who are involved in Matrix Management and who want to understand, implement and improve the latest Matrix Management concepts, processes and ideas. For example:**

- Senior Executives
- Line & Functional Managers
- Project Managers
- Group Leaders and Team personnel
- Shift and Supervisory staff

## ▶ Training Details

## 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

## ▶ Preview

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|---|---|---|
| 10:30 - 11:00 | : | Welcome, Setup, Registration |
| **11:00 – 12:30** | **:** | **First Session** |
| 12:30 – 12:45 | : | Break (15 minutes) |
| **12:45 – 14:15** | **:** | **Second Session** |
| 14:15 – 14:30 | : | Break (15 minutes) |
| **14:30 – 16:00** | **:** | **Third Session** |

## ▶ The Certificate

An Anderson e-Certificate will be provided to delegates who attend and complete the online training course

## ▶ INFO & IN-HOUSE SOLUTION

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

Call us: +971 4 365 8363

Email: info@anderson.ae

**Request for a Tailor-made training and educational experience for your organization now:**

Email: inhouse@anderson.ae

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