



Excellence in Organizational Dynamics

Optimizing Performance thru Matrix Teams and Cross-Functional Management

► Upcoming Sessions

01-12 Jul 2024	London - UK	\$11,900
25 Nov-06 Dec 2024	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:

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

Anderson
Executive Development Centre

P.O Box 74589, Dubai, United Arab Emirates

Web: www.anderson.ae

Email: info@anderson.ae

Phone: +971 4 365 8363

Fax: +971 4 360 4759

©2024. Material published by Anderson shown here is copyrighted.

All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.