

# HOT IN-HOUSE TRAINING WORKSHOP FOR 2014

## Matrix Leadership



### Matrix Leadership

#### Introduction

Leadership has been evolving since the era of manufacturing where the leadership style of command and control was the norm. As the economy is becoming more service-driven, leaders need to be able to engage and empower their staff so that swift and effective decisions can be made in a timely manner.

Today, technology has enabled organizations to work in a globalized manner and more matrixed organizational structures require a great deal of coordination: that is, one needs to organize work so that good things happen—whether you are in control or not. And, our more widely spread and looser organizations today require that matrix leaders cultivate and coordinate effectively as to encourage people’s capabilities and ideas—whether they report to you or not.

This workshop aims to provide an updated framework with principles and techniques for matrix leaders to navigate within and out the organization so that people with whom you do not have any formal authority upon will collaborate to achieve the desired business results.

#### Objectives

By the end of the course, the participants will:

- Know what matrix leadership is about
- Learn how to become an effective matrix leader
- Be capable of navigating within and out the organization
- Be able to collaborate with colleagues and synergize
- Be able to apply these principles and skills at workplace

#### Training Methodology

Mini-lecture, exercise, discussions and role-plays



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### Content

#### 1. Working in modern organizations

- The changing dynamics of modern organizations
- Being an effective matrix leader
- Principles in navigating through matrix organizations

#### 2. Critical Actions of Matrix Leaders

- Wilder Collaboration Factors
- Four types of priorities
- Build a shared purpose

#### 3. Select the right talents

- Foster breakthroughs
- Establish rings of involvement
- Bridging the gaps

#### 4. Maintain the momentum

- The stickiness factor
- The law of the few
- The need for repetition

#### 5. Foster collaboration through Matrix Leadership

- Different types of conflict
- Strategy in managing conflicts
- Listening with win-win mindset

